DOCUMENT RESUME

ED 033 817 RC 003 848

TITLE Equal Employment Opportunity. 1968 Report.
INSTITUTION Wisconsin State Dept. of Industry, Labor and Human Relations, Madison.
Pub Date 68
Note 69p.

EDRS Price EDRS Price MF-$0.50 HC-$3.55
Descriptors *Comparative Statistics, Employment Patterns, Employment Practices, *Employment Statistics, *Equal Opportunities (Jobs), Ethnic Groups, Industry, Jobs, Labor Force, *Minority Groups, Rural Urban Differences, Sex Differences, *State Surveys
Identifiers *Wisconsin

Abstract

The Equal Employment Opportunity survey reported employment levels and information in the state of Wisconsin for 1968. A sample of 2,132 business firms employing 532,231 persons took part in the survey. Information categories were: (1) minority group employment, (2) major industry group firms, (3) women in employment, (4) employment by job categories, (5) apprentices and on-the-job trainees, and (6) area employment. A detailed analysis of the data is presented as a separate section of the report. (TL)

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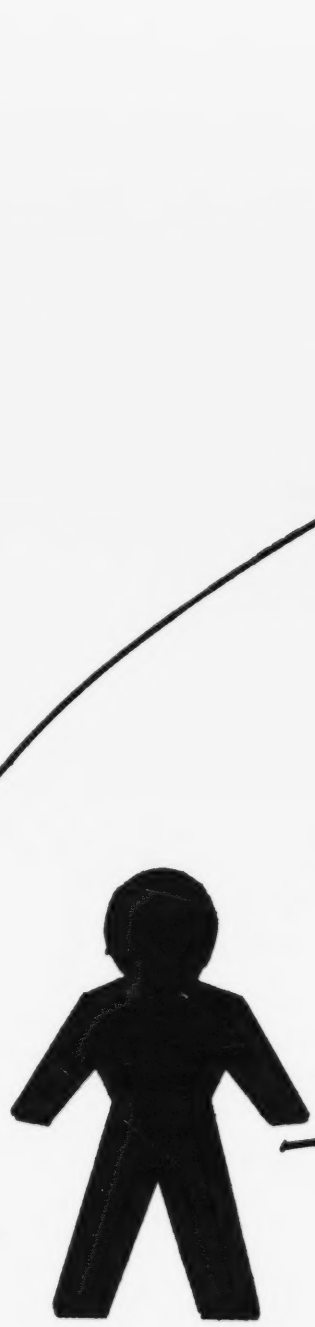
EQUAL EMPLOYMENT OPPORTUNITY

REPORT



1968

DEPARTMENT OF INDUSTRY, LABOR AND HUMAN RELATIONS

RC003848

ED033817

State of Wisconsin \ DEPARTMENT OF INDUSTRY, LABOR AND HUMAN RELATIONS

HILL FARMS STATE OFFICE BUILDING
BOX 2209
MADISON, WISCONSIN 53701

JOSEPH C. FAGAN
CHAIRMAN

EDWARD E. ESTKOWSKI
COMMISSIONER

CHARLES E. ARNOLD
COMMISSIONER

•

STEPHEN J. REILLY
EXECUTIVE SECRETARY

Reports such as this are vitally needed if we are to measure the qualitative, as well as quantitative, effects of efforts by both the private and public sectors in Wisconsin in recent years to erase discrimination in its many forms.

This report is a much more comprehensive document than the ones prepared in previous years, and thus, we hope, more useful in attempting to identify the problems we still are facing. To have served its purpose, this report must not only be studied, but its information used, by policy makers.

Comments and suggestions for improvements in future Equal Employment Opportunity surveys are welcome.

Sincerely,

Joseph C. Fagan
Chairman

State of Wisconsin \ DEPARTMENT OF INDUSTRY, LABOR, and HUMAN RELATIONS

HILL FARMS STATE OFFICE BUILDING
BOX 2209
MADISON, WISCONSIN 53701

PLEASE REPLY TO:

EQUAL RIGHTS DIVISION
424 Hill Farms State
Office Building
Madison, Wisconsin 53702

The Equal Rights Division was established in August 1967, as a result of the Kellett Reorganization Bill. Formerly the responsibilities of this Division were divided between the Governor's Commission on Human Rights and the Equal Opportunities Commission, both of them in existence since 1945. They have now become a single civil rights agency, combining the educational and enforcement functions necessary to change discrimination patterns and to encourage all segments of our society to a greater understanding, appreciation and practice of human rights.

With offices both in Madison and Milwaukee, with the larger resources of the Department of Industry, Labor and Human Relations to help it, this Division stands ready to serve, in a more effective fashion, the needs of our state and all of its citizens, primarily in the areas of housing, employment and public accommodations, but also in advisory matters which have the over-all effect of making Wisconsin a better place in which to live.

As the first Administrator of this new Division, I am particularly gratified with this opportunity to contribute, in any way possible, to the total excellence of this state and its peoples.

Sincerely,

Clifton H. Lee

Clifton H. Lee
ADMINISTRATOR

CHL:ss

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Introduction and Summary of Findings

The 1968 Equal Employment Opportunity survey was, as in previous years, conducted by the Statistical Division, Department of Industry, Labor and Human Relations. The data relating to the employment level in the state as a whole, counties or cities, was supplied by Reports and Analysis, Unemployment Compensation Division. The figures and percentages given in this report should not be interpreted as increases or decreases in the level of employment for any particular industry group, area, or minority group when shown along with data for the previous year. Rather, and unless otherwise specified, increases in the number employed reflects to some degree, the increased number of firms surveyed in 1968. The true value of the report is in indicating a more accurate and representative picture of minority group employment. When increases or decreases in employment by industry group, job category or area are given, the rationale for drawing the conclusion will be clearly set forth.

The larger 1968 survey did undoubtedly result in an increase in the number of persons reported as employed. This was true for overall reported employment as well as employment for minority group persons. It is also true that the overall level of employment did increase by about 2.3% for the period December 1966 through May 1967 to December 1967 through May 1968.

In some instances percentage increases or decreases are given when the data appeared to warrant it. In other instances, proportions were used when percentages would have tended to distort the true picture.

Proportions, when used appropriately, reveal the proportion of Negroes or other minority groups, to the whole number of employed persons surveyed. Proportions of minority groups to total reported employment for one survey year may be related to those of another. Proportions then, are more reliable indicators of change than percentages for some types of analyses. For example, the 1968 survey revealed that 2,219 more minority group persons were employed than the 1967 survey revealed. This is an 8.6% increase, not necessarily in employment among minority group persons, but a percentage increase that may be a function of the larger survey that covered more reporting units and therefore more employed persons.

The proportion of minority group persons to total reported employment was .050 in 1967. In 1968 the proportion was .049, slightly down, although overall average employment throughout the state increased by about 2.3% from the period December 1966 to May 1967 to the same period a year later. In terms of increased employment, more minority group persons were employed, but the rate of increase was probably somewhat less than that for whites generally. The use of proportions will be discussed further in this report within the context of specific applications.

Findings

Number of Reporting Firms

There was an increase in the number of firms reporting equal employment opportunity information. While 1,442 firms reported in 1967, 2,132 reported in 1968; an increase of 690 firms or a percentage increase of 32.4%.

Number of Persons Employed

In the 1967 survey, 477,111 persons were reported as employed in 1,442 firms. In 1968, 532,321 persons were employed in 2,132 firms; an increase of 55,120 persons or 10.4% over 1967 figures. Chart II shows the increase in the number of persons in the 1968 survey.

Persons Employed as Percent of Total Industry Employment

The total number of persons reported as employed in 1968 was 37.7% of total nonfarm and nongovernment employment using employment figures for the period December 1967 through May 1968 as the base. Average employment for this period was 1,412,473.

Women in Employment

The number of women employed as determined by the 1968 survey was 12.9% higher than that for 1967. While 148,420 women were reported as employed in 1967, 170,453 were reported in 1968. 31.1% of total equal opportunity employment was attributable to women in 1967, but 32.0% in 1968.

Minority Group Employment

The 1968 survey revealed 8.6% more minority group persons in employment than did the 1967 survey. While only 23,696 persons were reported in 1967, 25,916 were reported in 1968. Minority group employment in 1968 was 4.9% of total reported employment. The 1968 survey revealed a 5.2% increase in the number of Negroes employed. The increase should not necessarily be interpreted as an increase in the level of employment from 1967 to 1968, but an increase in the number of Negroes found to be employed in the increased number of firms surveyed. (Chart II)

The proportion of Negroes (.039) in 1967 was slightly less than that for 1968 which was (.037). Stated in another way, Negro employment was 3.9% of total surveyed employment in 1967, but 3.7% in 1968. The conclusion to be drawn is that while overall employment increased throughout the state in 1968, it did not increase for Negroes at the same rate as it did for whites.

Reported employment for American Indians, Orientals and Spanish Americans was higher in 1968 than 1967. The basis for 1967 were, however, generally too small to provide meaningful percentage increases or decreases, or for proportions that could be tested statistically to determine any significant changes.

Major Industry Group Firms

Five industry groups made up 92.9% of all EEO reported employment in 1968. These industry groups were; manufacturing, trade, medical and health services, transportation and finance. (Chart III)

1. Manufacturing--The 1968 survey covered 70.4% of total nonfarm-nongovernment employment for the period December 1967 through May 1968. 65.8% of all reported employment among Negroes was attributable to manufacturing. 83.7% of all Negroes employed were male.

2. Trade--Wholesale and retail trade ranked second and accounted for 9.9% of total surveyed employment. The survey covered 17.3% of state's total employment for the period December 1967 to May 1968. Total Negro employment was 2.2% of total surveyed (reported) employment in trade in 1967, but only 2.1% in 1968.

3. Medical and Health Services--This industry group includes hospitals, nursing homes and related health service organizations. 120 units reported a total of 36,463 persons employed with 5.7% of the total attributable to minority groups, and 4.8% to Negroes. The ratio females to males in the medical and health service group is about 7 to 1. Other minority groups comprised a relatively small segment of total reported employment.

4. Transportation--The transportation industry group includes: rail, local and suburban transit; water; air; pipe; communications; and gas, electric and sanitary services. Motor freight is not included in this industry group for reporting purposes.

   In both surveys for 1967 and 1968, 133 units reported EEO information. Overall reported employment for 1968 was below that for 1967. While 34,098 persons were reported in 1967, only 29,673 were reported in 1968. The number of Negroes in transporation remained the same, while overall employment declined. The proportion of Negroes in 1968 (.017) was somewhat higher than that in 1967 (.015) because white and other minority group employment declined while Negro men held their own and Negro women gained slightly.

5. Finance, Insurance and Real Estate--As the fifth largest industry group reporting, finance accounted for 4.7% of total surveyed employment throughout the state. The 1968 survey covered 25,107 or 44.6% of total average employment (56,289) for the period December 1967 to May 1968. The survey revealed a higher proportion of Negro females in 1968 than 1967. Total minority group employment in finance was 2.3% in 1968 and 2.0% in 1967.

6. Other Industry Groups Combined--The remaining nine industry groups combined (construction, animal husbandry and forestry, mines and quarrying, motor freight and warehousing, eating and drinking places, hotels and lodging places, personal service, education and all other services) accounted for only 7.2% of total surveyed employment in 1968.

Negro employment accounted for 6.6% of total reported employment for these combined industry groups. This is the largest percentage of Negro employment relative to total surveyed employment for any industry group studied.

The predominance of service occupations where Negroes tend to be concentrated, accounts for the relatively high number of Negroes in the combined industry group.

Employment By Job Categories

Generally, Negroes, as well as the other minority groups, showed some progress in upward mobility. Despite the rather favorable increases in reported Negro employment in the white collar occupations (officials and managers, professionals, technicians, sales workers, and office and clerical), there were fewer Negroes in the professional category in 1968 than in 1967. While there was one Negro to every 108 whites in the professional category in 1967, there were 162 to every Negro in 1968.

Among officials and managers, technicians, sales workers and office and clerical workers, Negroes did experience some gains. In 1967, there was 1 Negro manager to every 268 white managers, but 1 to 218 in 1968. In the other categories the ratios were: technicians 1 to 104 in 1967, but 1 to 70 in 1968; sales workers 1 to 116 in 1967, but 1 to 89 in 1968; and office and clerical, 1 to 69 in 1967, but 1 to 64 in 1968.

Among the blue collar occupations, Negro craftsmen and operatives experienced some change for the better. Negro employment in the laborer and service worker category declined somewhat. Chart IV shows some of these relationships on a percentage or proportion basis rather than a ratio basis.

Apprentices and On-the-Job Trainees

Throughout the state as a whole, 2,041 apprentices were reported with the majority in manufacturing and the medical and health service areas. Minorities in apprenticeable occupations were 4.8% of the total number of apprentices. 2.6% of all apprentices were Negro with 1.4% attributable to Negro males and 1.2% to Negro females.

For on-the-job trainees in the white collar category, 4.8% of all trainees were minority group persons with 3.2% being Negro. Negro males constituted 2.4% of total Negro employment and Negro females 0.8%.

In the production category, 0.7% were minority group persons and 0.5% were Negro males and females.

Area Employment

The only area data for 1968 that can be compared with that for 1967, are those for Milwaukee County. The 1967 survey revealed that 7.6% of total reported employment was attributable to Negroes. The percentage or proportion for 1968 was without change. Stated in another way, employment for Negroes apparently advanced at the same rate as it did for whites. The overall increase in employment for the Milwaukee metropolitan area (the only employment figures available for the area) was 114,194 more persons employed in 1968 than in 1967, a 2.4% increase.

Negro employment in Milwaukee County was 2.8% of the state's total employment and 58.2% of the state's total minority group employment. 77.5% of all Negroes included in the survey were employed in Milwaukee County. 64.2% of all Negroes reported as employed were employed in the City of Milwaukee.

Employment for Negroes by job category showed generally the same tendencies toward increasing numbers employed in the white collar occupations, and decreasing numbers (relatively) employed in the lower status (laborer category) occupations.

Of the 911 apprentices in Milwaukee County, 649 were men and 262 women. Minority group apprentices were 6.5% of the total number, and Negro apprentices were 2.3% of the total.

The 1968 survey revealed a total of 1,393 on-the-job trainees. 39.8% were in white collar training programs and 60.2% in production programs. 5.7% of all on-the-job trainees were Negro, however 9.4% of all white collar trainees were Negro males, and 3.2% Negro females. Total minority group participation in both white collar and production training programs was 14.8%.

In the production category 1.8% of all on-the-job trainees were minority group persons. 1.2% were Negro males. There were no Negro females found to be in the production category.

The data, as reported, did not give any information with respect to the job categories in which any of the white collar or production workers were receiving training. Since apprentices as well as on-the-job trainees were reported in total figures for the area as well as on the job categories, there is no information as to how many Negro managers and officials, technicians, craftsmen and so forth are actually in training programs and therefore included in the aggregate figures.

Employment figures for other areas are given in the body of this report. Information with respect to some of the county areas and the principal cities are given in the county and city section of this report.

Some Limitations on the Analysis and Interpretation of Data

For the past several years the Statistical Division has generated equal employment opportunity data for the EEO report by requesting a copy of the federal report that organizations are required to file with the Federal Joint Reporting Committee. According to the federal regulations for reporting employment data, organizations employing 75 or more persons, or organizations having a federal contract or that serve as a depository for federal funds, and which employ 50 or more persons, are required to report. Since copies of reports filed by organizations are the sources of data for the report, only the larger firms with 50 or more persons employed, are as a rule, included in the survey. This year, however, some organizations that were not required to file a federal report, did send the Statistical Division data when the second request for data was made. Data from the larger firms, however, still predominate the report.

A preponderance of the reporting units are located in the City of Milwaukee or in the greater Milwaukee metropolitan area. The proportion of Negroes found to be employed (.037 or 3.7%) throughout the state is somewhat greater than the proportion of Negroes to the state's total population. The Statistical Services Section, Department of Health and Social Services, estimated the state's Negro population to be 2.4% (1966 estimate), and that for Milwaukee County to be 7.5%. According to the data reported for the EEO 1968 survey, 7.6% (or the proportion .076) of total employment was Negro in Milwaukee County. The larger proportion of Negroes found to be employed throughout the state than found to be in the state's population estimate for Negroes reveals a bias of Milwaukee employment in the survey.

Although the proportion of Negroes found to be employed in 1968 was somewhat smaller than that for 1967, 0.37 and .039 respectively, the difference is undoubtedly due in part to the differences in the number of firms surveyed and the number of persons found to be employed. If the entire universe of employers were surveyed in the State of Wisconsin, the proportion of Negroes and other minority groups would probably tend to approximate the actual proportion of Negroes and other minority groups in the state's population.

Our findings for 1968, with a much larger number of firms responding, seems to indicate that an increase in the size of the number of employers will result in a decreasing proportion of Negroes found to be employed. In other words, if curves were to be plotted for whites and nonwhites based on the number of persons found to be employed and the proportion of whites and nonwhites to the state's total population, one could predict, given a progressively larger number of firms surveyed, a straight line extension of whites upward, but a downward curving one for Negroes and other minority groups. For Negroes especially, the curve would begin to bend downward toward the proportion of Negroes in the population. This phenomenon should not be interpreted as a decrease in the number of Negroes employed, but a closer approximation of Negroes found to be employed to their population proportion given successively larger surveys.

The data does not provide any reliable information with respect to increases or decreases in employment on a statewide basis from one year to the next. Employment data from Reports and Analysis, Division of Unemployment Compensation, were used to show increases in employment in Milwaukee County and the state as a whole.

Ideally, a representative sampling of firms throughout the state with the same firms reporting each year during the same payroll period, would contribute to the development of more reliable indicators for employment increases and changes in occupational status. A much smaller sample, randomly selected, would also result in a proportion of Negroes and other minority groups, found to be employed, that would approximate more closely the population proportion.

Data for single counties and urban places within counties were not available in previous years except for Milwaukee County. Therefore, no comparative analyses could be made with the data generated in 1968 and that in previous years. In the future, some effort will be made to continue the analysis of data by selected county areas and principal cities or urban places.

The availability of minority groups in any given labor market area is a criterion that must be considered in making a judgment with respect to the percentage or proportion of Negroes employed. About 37 of the state's 72 counties showed a population decline from 1960 to 1966 (see Table I, Public Health Statistics, Wisconsin 1966), while the remaining 35 showed a net increase.

Finally, there is no way of determining whether there were 532,321 persons employed on the same number of jobs. Multiple job holding is a factor that should be recognized. Based on the data as reported, there is no way of determining whether multiple job holding is a significant factor or whether it exists at all. If it exists at all it is more likely to exist among persons, often minority groups, in the lower paid lower status occupations.

The number of persons reported as employed should not necessarily be interpreted as employment for the same number of family groups. There are undoubtedly scores of situations where husbands and wives work. The extent to which a family may have one or more employed persons cannot be determined from the data.

CHART I

INDUSTRY GROUPS IN WHICH THE PERCENT OF FEMALES
IN SURVEYED EMPLOYMENT WAS GREATER THAN THAT FOR MALES

December 1967 Through June 1968

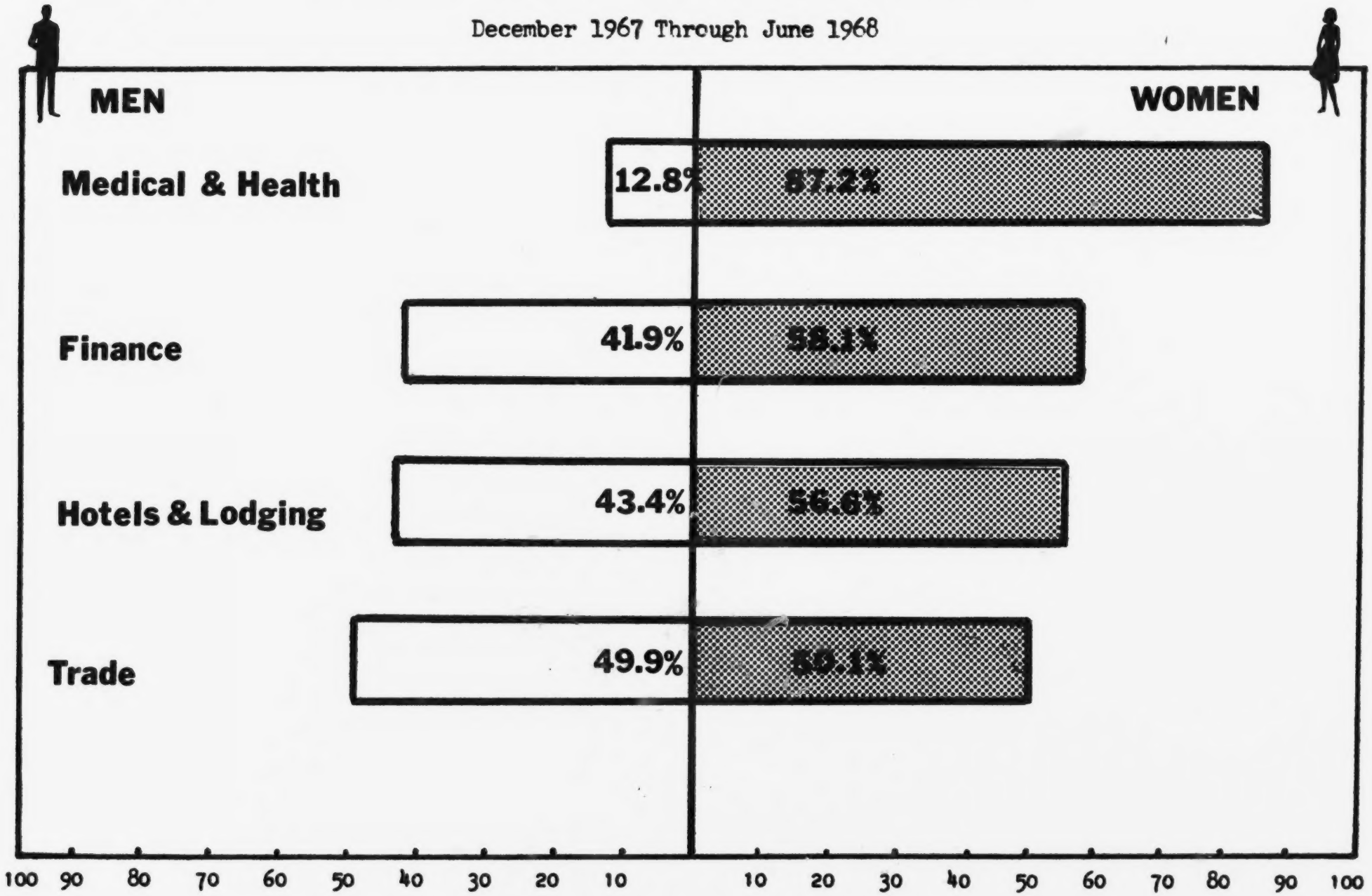


CHART II

REPORTED EMPLOYMENT - 1967 & 1968

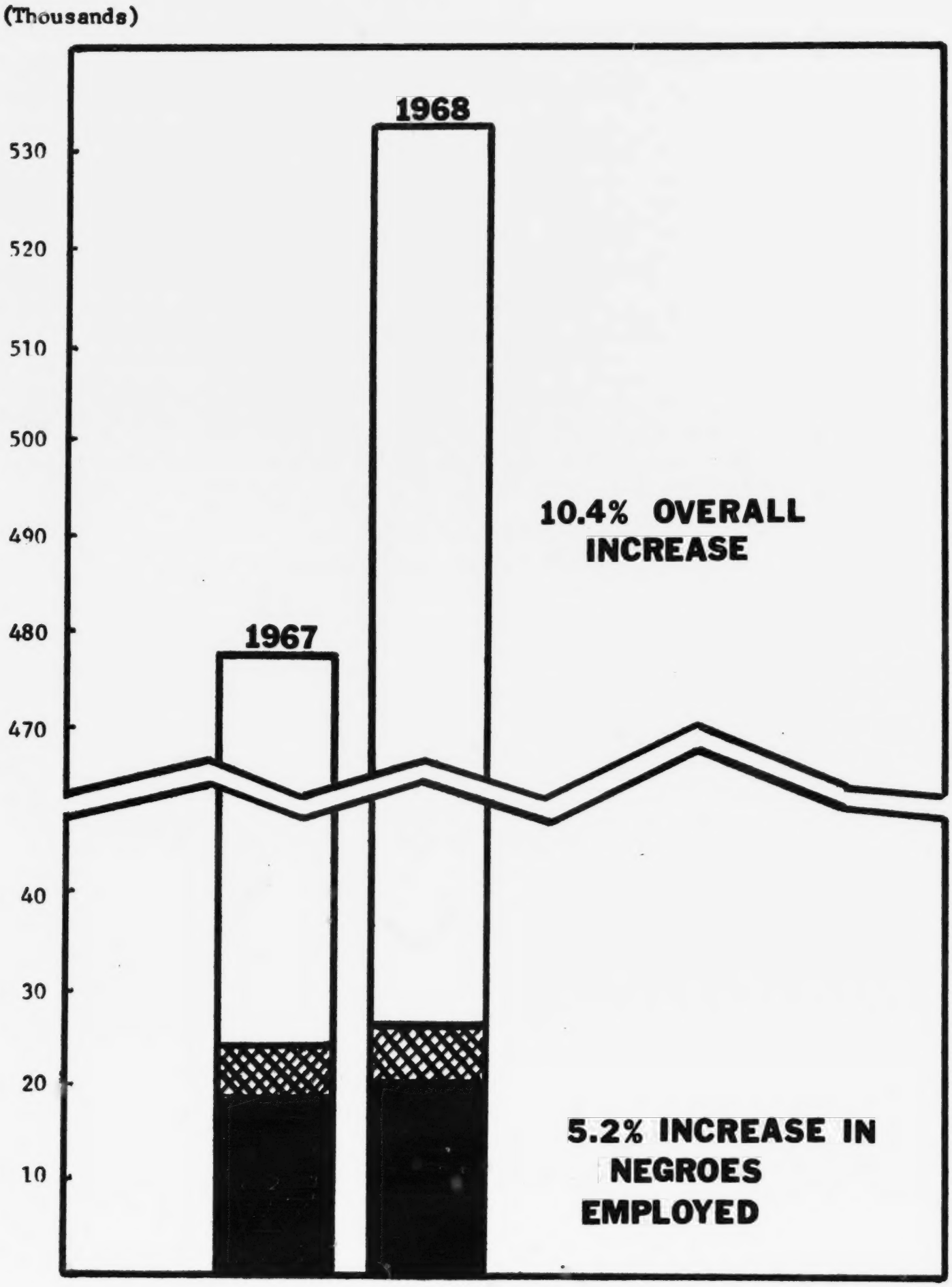
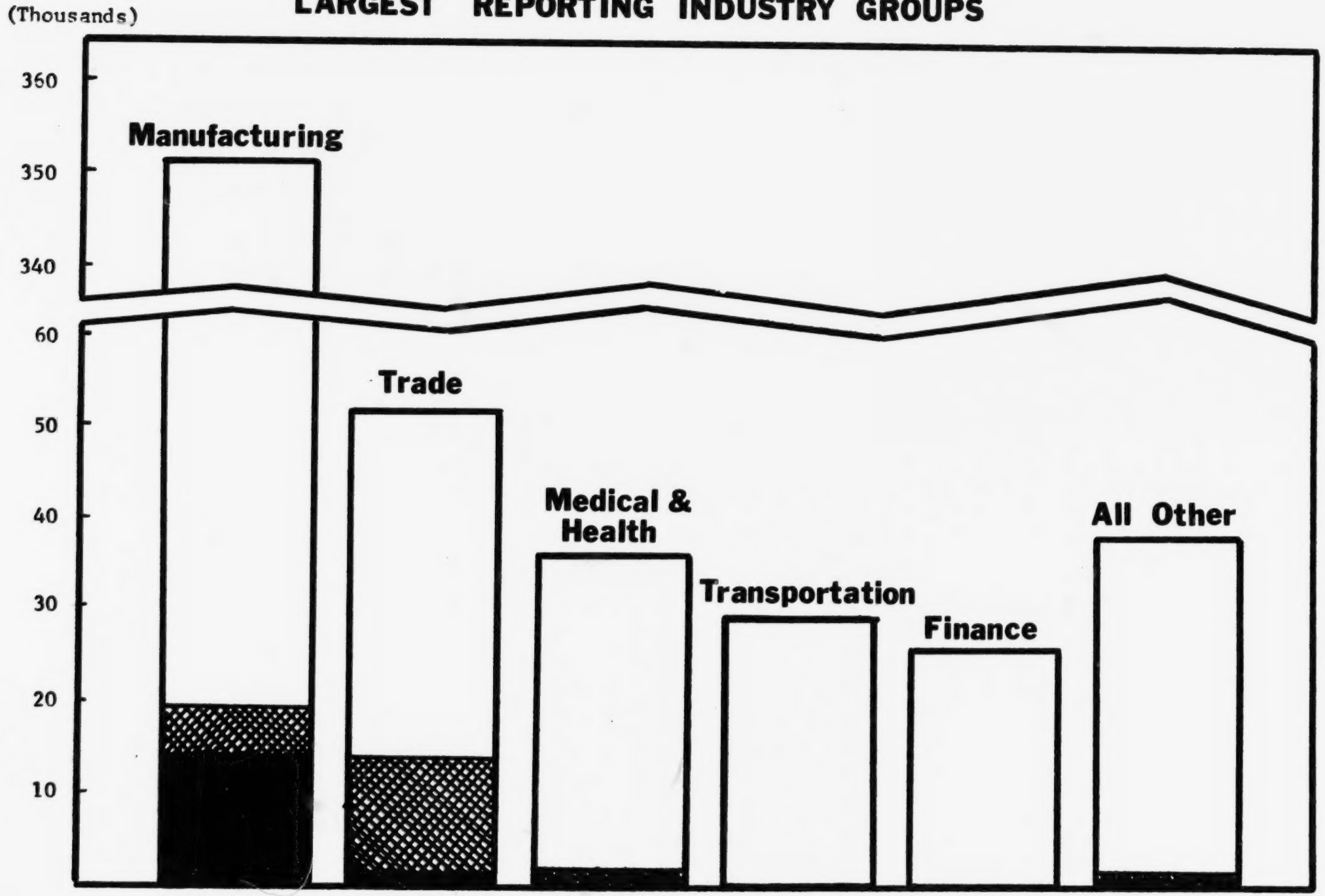


CHART III

REPORTED EMPLOYMENT BY INDUSTRY AND MINORITY GROUP
1968

LARGEST REPORTING INDUSTRY GROUPS



	Manufacturing	Trade	Medical & Health	Transportation	Finance	All Other
TOTAL	350,219	52,710	36,463	29,673	25,107	38,059
Minority Grp.	19,431	1,412	2,060	496	564	1,952
Negro	14,251	1,121	1,741	444	431	1,481

Equal Employment Opportunity

On October 29, 1968, Mr. Samuel C. Jackson, former Commissioner of the Equal Employment Opportunity Commission spoke before a group of students and faculty on the experience of the Commission since Title VII (Equal Employment Opportunity) of the Civil Rights Act of 1964 became effective on July 2, 1965.

Mr. Jackson, the only member of the five-man Commission with legal training, was responsible for developing not only the body of EEOC case law but much of the Commission's administrative procedures. Mr. Jackson defined discrimination as an act or a result flowing from an evil mind. One of the primary objectives of the Commission was to develop administrative rules and a body of law designed to eliminate patterns of discrimination.

Three of the main topics upon which Mr. Jackson spoke were:

(1) Complaints where there was a disparity in the treatment of the aggrieved.
(2) Complaints where there was no disparity of treatment, but the consequences of particular policies brought about a discriminatory result.
(3) Complaints filed by white women alleging discrimination on the basis of sex. Both the disparity of treatment and the consequence theories were equally applicable to discrimination based on sex and race or color.

In elaborating on the disparity rule, Mr. Jackson stated that unless an employer applies a uniform standard in a uniform way to all sexes and minority groups there may be a presumption of disparity of treatment. Different tests, the absence of a test for one group but the presence of a test for the other, and the very nature of the test instrument itself, may indicate some evidence of disparity of treatment.

The EEOC statute, according to Mr. Jackson specifically mentions disparity of treatment. However, in many instances the disparity of treatment theory did not always bring about an end to a discriminatory practice. Much of the EEOC's case law is based on the theory of adversely affected persons when the consequence reveals a pattern of discrimination. Under the disparity of treatment rule, discrimination may not always be evident. In some cases, where employment practices were changed (additional educational requirements) just prior to the effective date of the equal opportunity provisions of the Civil Rights Act, the EEOC has held that when certain groups were adversely affected, discrimination may become predictable by race, color and sex. The consequence of employment rules cannot affect one race or sex more than another.

Equal employment opportunity for women regardless of race has resulted in a more concerted effort by EEOC in this area. Mr. Jackson reported that discrimination toward women in employment (salary, tenure, senority, etc.) was almost as diabolical as discriminatory practices against minorities. About a third of all discrimination cases are filed on the basis of sex by white women.

In concluding his remarks, Mr. Jackson, speaking with reference to a recent decision involving discrimination of entry into seniority lines, alluded to the decision in Quarles N. Philip Morris, Inc. When the white employes in the seniority lines argued that Negroes could be allowed to enter the lines after they retired, the court in effect said, "the statute is designed to operate not in the future, but now".

DETAILED ANALYSIS OF EEO DATA

Major Industry Groups

Apart from the summary of findings given in that section, there were four industry groups in which the percentage of women found in surveyed employment was greater than that for men. These industry groups were: medical and health services; finance (including banking, real estate, personal loans and insurance, etc.); hotels and lodging; and wholesale and retail trade. Chart I shows the distribution of men and women in each of the industry groups. Further on in this report, a much more detailed analysis of women and minority groups will be given. It should be noted that three of the five largest industry groups reporting EEO data (Chart III) were trade, medical and health services and finance. As was mentioned previously, Chart II shows an increase in the number found to be employed by the larger survey rather than an increase in the level of employment, overall, and for Negroes. 42.8% of all women found to be employed were in these three industry groups, and 89.5% of all women were in the five industry groups shown on Chart III.

Surveyed employment revealed that 67.7% of total Negro male and female employment was represented in the five largest industry groups reporting. In terms of the total number of Negroes employed, manufacturing employed 73.0% of all Negroes, 86.3% of all Negro males and 41.1% of all Negro females. Medical and health services employed only 1.6% of all Negro males, but 26.9% of all Negro females employed.

In the trade industry group, Negro employment represented only 2.1% of total surveyed employment with 1.2% attributable to Negro females and 0.9% to Negro males. 1.7% of total surveyed employment in finance, insurance and real estate was Negro, and 5.8% of total employment in hotels and lodging was Negro.

Table I-A, below, shows the percentage distributions of Negroes and other Minority groups in the five industry groups that reported the largest number of persons employed. 92.8% of total surveyed employment was found in the five largest industry groups, and 5.2% of reported employment (494,172) was attributable to minority groups with 3.6% attributable to the Negro. Stated in another way, these five industry groups had a proportion of Negroes equal to that of the proportion of Negroes to total surveyed employment. The remaining industry groups (see Table I, Appendix) had a Negro proportion of .039 or 3.9%. About 2.1% of surveyed employment outside the five major groups was attributable to other minority groups.

The relatively large proportion of Negroes and other minority groups found in surveyed employment relative to the proportion in the State's population (2.3 estimated by Statistical Services Section, Department of Health and Social Services, 1968) reflects the rather heavy bias in the sample due to the greater number of firms reporting in the Milwaukee metropolitan area.

CHART IV
PROPORTION OF NEGROES TO TOTAL REPORTED EMPLOYMENT
BY OCCUPATIONAL GROUP FOR 1967 AND 1968

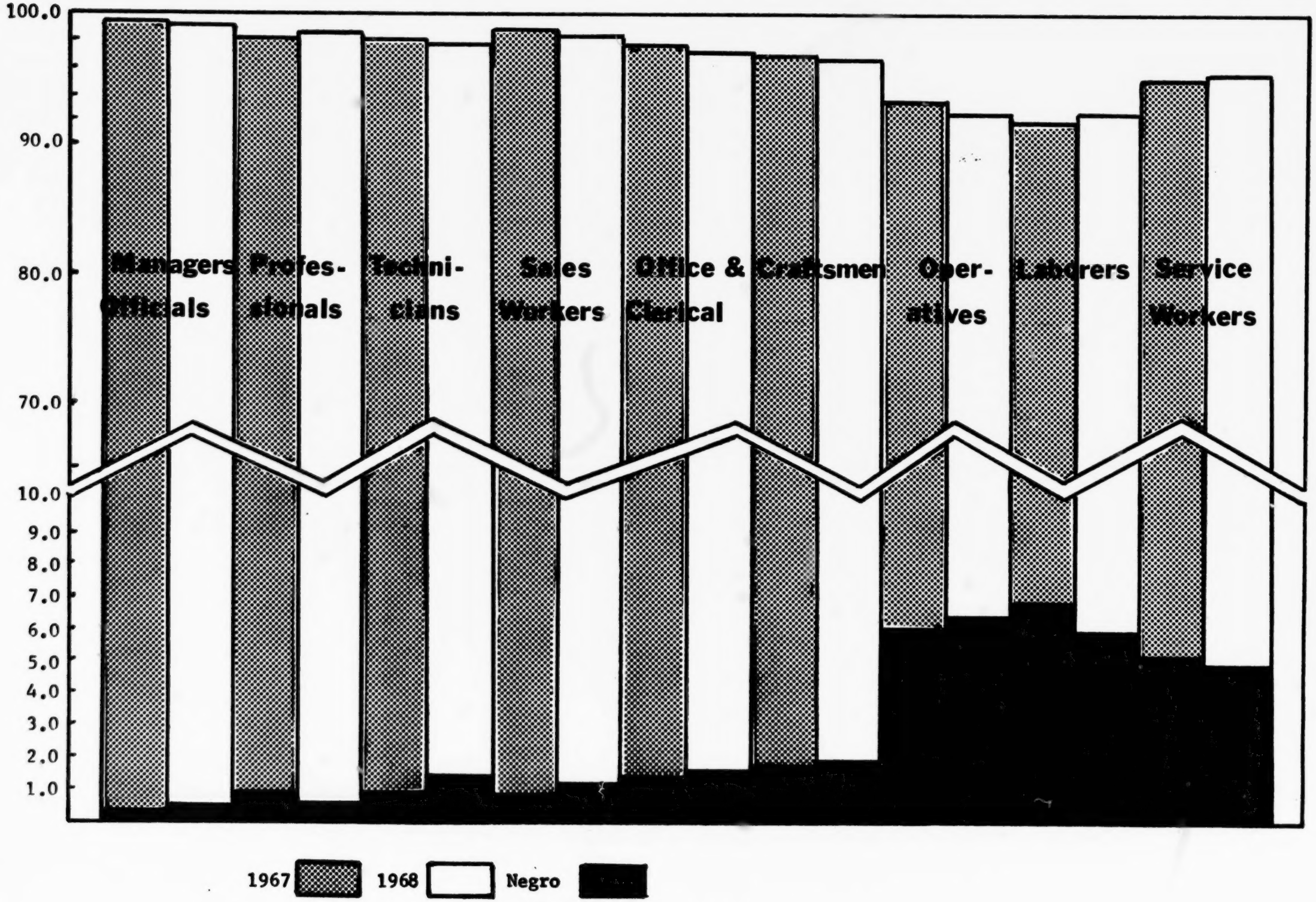


Table I-A

Distribution Of Surveyed Employment
Among The Five Largest Industry Groups
Reporting By Industry Group And Group Designation

(%'s Tabulated With Group Designation As 100% Base)

	Group Designation				
Industry Group	White	Negro	Other Minorities	Total	Number Employed
Manufacturing	94.5%	4.0%	1.5%	100%	350,219
Medical And Health	89.6	4.8	5.6	100	36,463
Trade	97.3	2.1	0.6	100	52,710
Transportation	98.3	1.5	0.2	100	29,673
Finance	97.8	1.7	0.5	100	25,107
All Groups	94.8%	3.6%	1.6%	100%	494,172

Employment By Job Category

Table II-A (data taken from Table I, Appendix), shows percentage distributions by job category. The distribution for "White" males and females, may be compared with the distributions in the "All Category" column, and the columns for "Negro" and "Other Minorities" may be compared to determine overall job category percentage point differences. For example, if one were to test the hypothesis that there is no significant difference between the percentages for Negroes and other minorities in the Clerical and Sales job categories (8.4% and 7.7% respectively), the following procedure might be followed:

(1) Determine the actual numerical values for Negroes and other minorities from Table II in the Appendix. These figures are Negro 1,641 and other minorities 495.

(2) Determine the level of error to be tolerated and also the significance level. For this example, let the tolerable error be .10 and the significance level .90 or 90%.

(3) By using the table in the Appendix (Table i), because the difference was not predicted in advance.

Table II-A

Distributions Of Surveyed Employment
By Job Category And Group Designation

(%'s Tabulated With Job Category As 100% Base)

Job Category	Group Designation			
	White	Negro	Other Minorities	All Groups
Managerial And Professional	13.9%	1.9%	6.4%	13.4%
Technicians	3.7	1.4	2.0	3.6
Clerical And Sales	22.4	8.4	7.7	21.7
Craftsmen	15.0	7.4	9.3	14.6
Operatives	27.6	48.4	40.2	28.5
Laborers	11.3	19.7	27.2	11.8
Service	6.1	12.8	7.2	6.4
TOTAL	100.0%	100.0%	100.0%	100.0%
NUMBER	506,406	19,469	6,446	532,321

By finding the appropriate section (section "for percentages around 10 and 90 percent"), it is determined that a percentage point difference of 4 or greater is required for a significant difference between Negroes and Other Minorities in the Clerical and Sales Category. The difference between the two groups was probably due to error. One cannot be confident 90% of the time that there was or was not a difference.

Chart IV shows the proportion of Negroes to whites by job category. The shaded bars indicate 1967 EEO survey data and the unshaded bars 1968 data. The black portion of each bar shows the proportion of Negroes found in 1967 and 1968 in each job category. For a detailed description of the jobs included in each category and the level of skill or training required, by EEOC standards and the Dictionary of Occupational Titles, see "Description of Job Categories" in the Appendix.

Table VII, Appendix, shows percentage changes by job categories for Negroes from 1967 to 1968. Although the table shows increases or decreases in the number of Negroes found to be employed, these changes do not necessarily mean an increase or decrease in the level of employment, but rather percentage changes as the result of the larger survey in 1968. It is interesting to note, however, that while the number of Negro professionals, laborers and service workers declined, all the other categories experienced an increase. The larger 1968 survey, which included many service industry organizations, might logically, seem to have resulted in the number of Negroes employed in these areas rising over 1967 levels. However, such was not the case.

The same test described above can be used to test to determine whether the changes were significant or not for each of the job categories for Negroes. Particularly significant are the increases in the technician, sales worker, office and clerical and the craftsmen categories. For the job categories grouped into White and Blue Collar and Service Workers, Negroes gained in the former two, but lost in the latter group. Charts II and IV may be used for a visual comparison of these changes.

Area Employment

Maps I and II show the distribution of minority group employment on a selected urban place basis (Map I) and on a selected county area basis (Map II). Total surveyed employment together with minority group employment is given on both maps. The percentages given next to each urban and county place is the percent of minority group persons found employed relative to total surveyed employment for the place or area. Noteworthy is the fact that 61.0% of total surveyed employment was found in 15 selected urban places and 70.2% in the 12 county areas. Tables XII and XIII in the Appendix may be consulted for percent of minority groups in the population, the amount of population increase from 1950 to 1960 and the percent of minority group employment found.

A. Selected County Areas

Milwaukee County

Table III, Appendix, shows the number of firms or reporting units that responded for the 1968 survey by industry group and group designation or affiliation. The five major industry groups that employed the largest number of persons on a state-wide basis, also employed the largest number in Milwaukee County.

Table III-A below shows the distribution of Negroes and Other Minorities by industry group.

Table III-A shows that while 61.5% of total surveyed employment for whites was in manufacturing, 72.0% of total Negro employment was represented in this industry group. In all other industry groups except medical and health services, the percentage of Negroes was significantly less than that for whites. In the medical and health services industry group, the difference is significant at the .90 percent level of confidence. Such a large percentage point difference was not due to error (sampling) since the difference, 5.0, is much greater than the required 3.0 (Table iii, Appendix).

Table III-A

Distribution Of Surveyed Employment
In Milwaukee County By Industry Group And Group Designation

(%'s Tabulated With Industry Group As 100% Base)

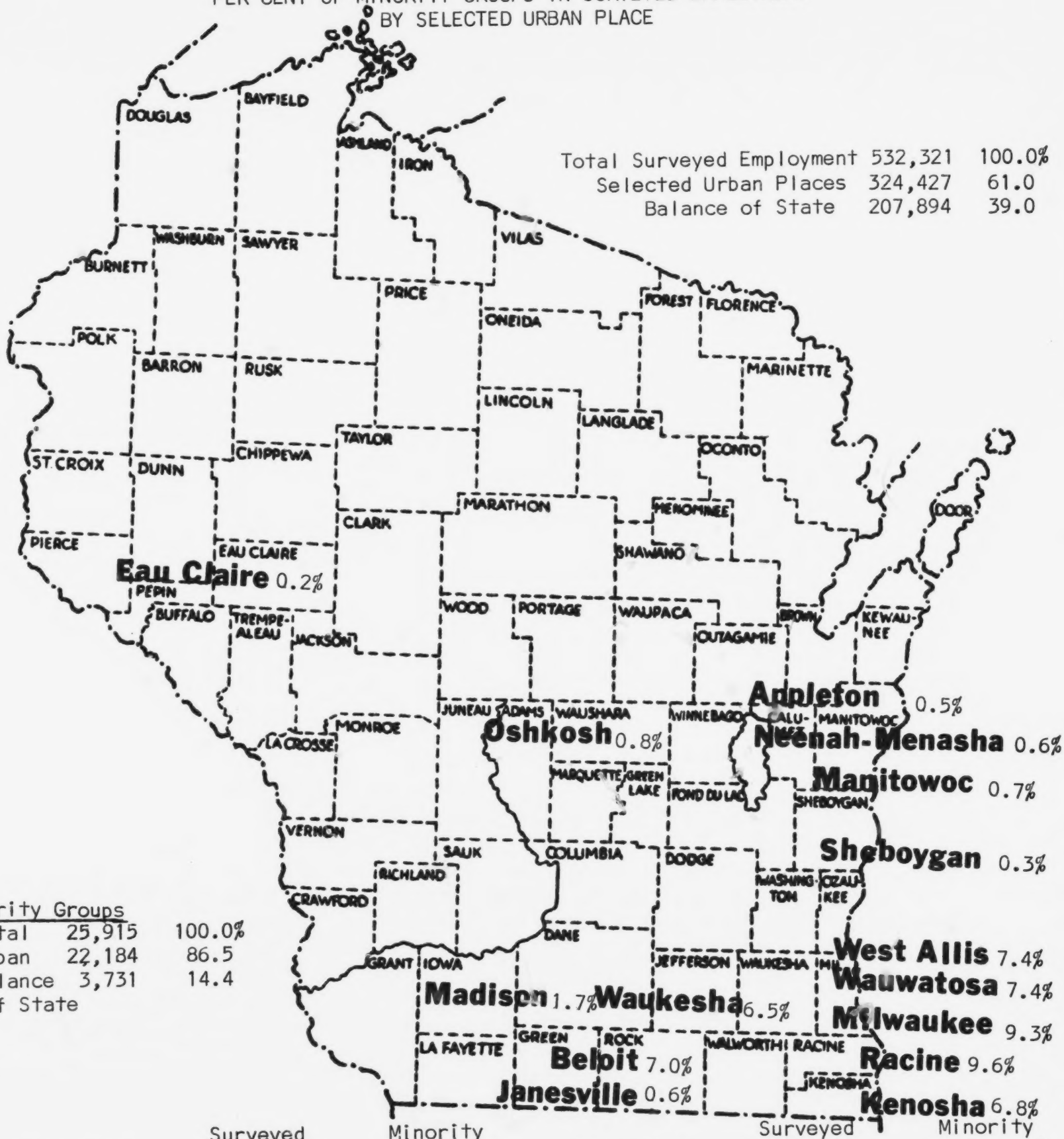
	Group Designation			
Industry Group	White	Negro	Other Minorities	All Groups
Manufacturing	61.5%	72.0%	78.6%	62.5%
Trade	10.9	5.7	5.3	10.5
Finance	7.3	2.6	3.8	6.9
Transportation	6.8	2.5	1.3	6.4
Medical And Health	5.9	10.9	6.6	6.2
All Other	7.6	6.3	4.4	7.5
TOTAL	100.0%	100.0%	100.0%	100.0%
NUMBER	180,552	15,086	2,861	198,499

The distribution of employment by job category (Table IV, Appendix reveals that there was a difference in the decline in professional category for Negroes for the state as a whole and for Milwaukee County. While the decline was only -17.7 for the state as a whole, it was -37.2 for Milwaukee County. Differences in the percent of decline in the laborer and service worker category are noteworthy.

There were significant increases in the official and manager category, technicians, sales workers, craftsmen and operative category. Below, in Table IV-A are given the percentage distributions with the total number of observations in each category. In this table, officials and managers, professionals and technicians are grouped together. Sales workers and office and clerical form another category, and craftsmen and operatives form the third. Laborers and service workers are treated as separate categories. Many service occupations (see Appendix for job categories) should not be considered menial or lacking in skill requirements.

MAP I

PER CENT OF MINORITY GROUPS IN SURVEYED EMPLOYMENT
BY SELECTED URBAN PLACE



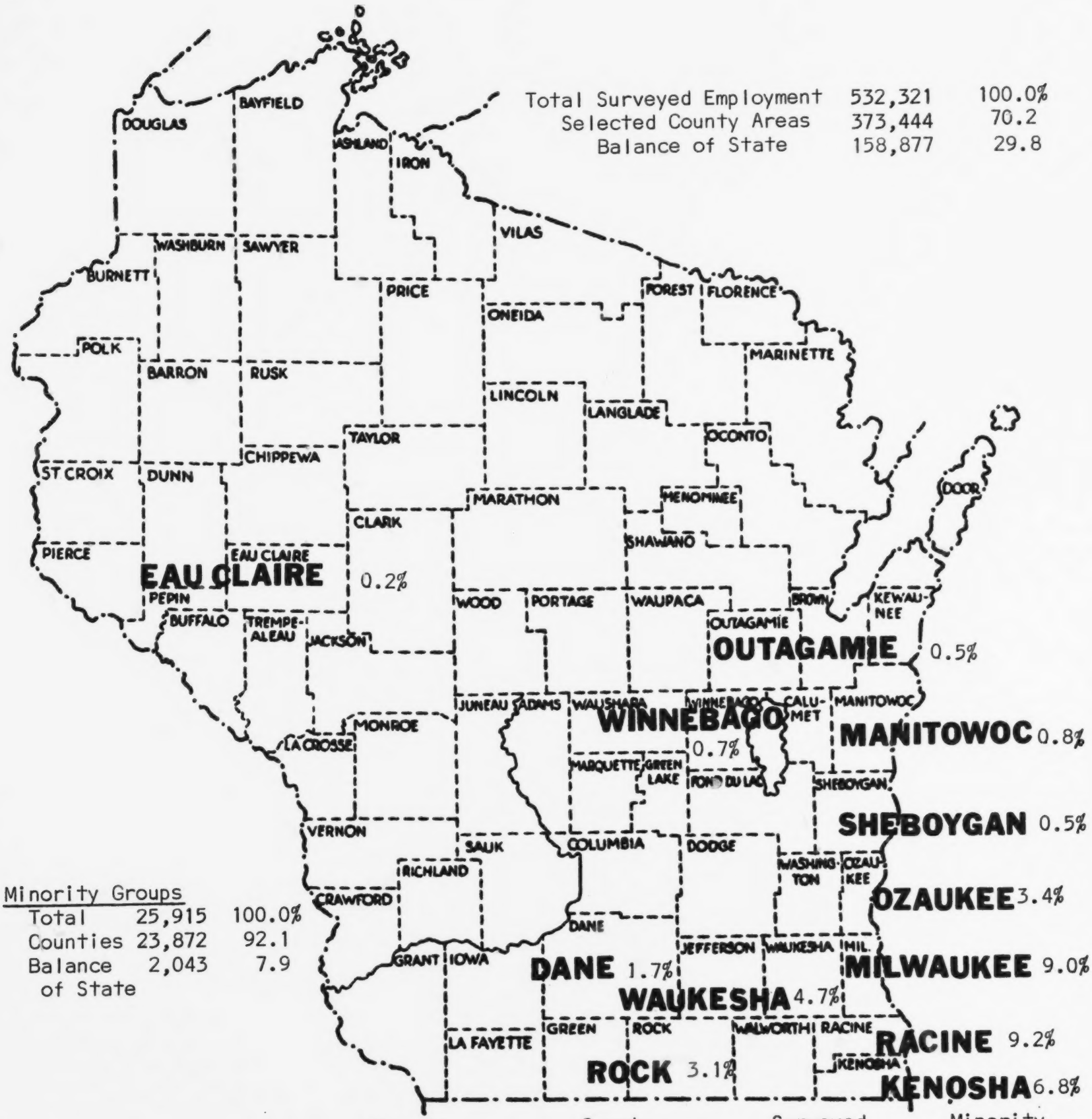
Total Surveyed Employment	532,321	100.0%
Selected Urban Places	324,427	61.0
Balance of State	207,894	39.0

Minority Groups		
Total	25,915	100.0%
Urban	22,184	86.5
Balance of State	3,731	14.4

Urban Place	Surveyed Employment	Minority Employment
Appleton	8,975	43
Beloit	5,122	359
Eau Claire	9,632	18
Janesville	6,064	38
Kenosha	16,976	1,161
Madison	21,052	352
Manitowoc	5,539	37
Milwaukee	158,306	14,763
Neenah-Menasha	12,247	78
Oshkosh	9,523	73
Racine	26,660	2,562
Sheboygan	7,877	24
Waukesha	10,384	672
Wauwatosa	7,668	567
West Allis	18,402	1,437

MAP II

PER CENT OF MINORITY GROUPS IN SURVEYED EMPLOYMENT
BY SELECTED COUNTY AREAS



Total Surveyed Employment	532,321	100.0%
Selected County Areas	373,444	70.2
Balance of State	158,877	29.8

Minority Groups		
Total	25,915	100.0%
Counties	23,872	92.1
Balance of State	2,043	7.9

County Area		Minority Employment
Dane	23,034	401
Eau Claire	9,717	18
Kenosha	17,065	1,163
Manitowoc	10,794	82
Milwaukee	198,499	17,947
Outagamie	13,847	66
Ozaukee	6,279	216

County Area	Surveyed Employment	Minority Employment
Racine	27,887	2,578
Rock	13,044	403
Sheboygan	15,151	77
Waukesha	16,216	768
Winnebago	21,911	153

Table IV-A

Distribution Of Surveyed Employment
In Milwaukee County By Job Categories And Group Designation

(%'s Tabulated With Group Designation As 100% Base)

Job Categories	Group Designation				Number Employed
	White	Negro	Other Minorities	Total	
Managers, Professionals, Technicians	98.9%	0.9%	0.2%	100.0%	39,010
Sales And Clerical	96.7	2.8	0.5	100.0	49,900
Craftsmen And Operatives	88.2	10.1	1.7	100.0	84,182
Laborers	76.0	19.3	4.7	100.0	14,254
Service	81.1	17.5	1.4	100.0	11,153
All Groups	91.2%	7.5%	1.3%	100.0%	198,499

When the same data is tabulated with job categories as the 100.0% base, a distribution results that may be used to compare the distribution of whites and that for Negroes and Other Minority Groups. Table IV-B shows these distrubions by job categories.

Table IV-B

Distribution Of Surveyed Employment
In Milwaukee County By Job Categories And Group Designation

(%'s Tabulated With Job Categories As 100% Base)

Job Categories	Group Designation			
	White	Negro	Other Minorities	All Groups
Managers, Professionals, Technicians	21.3%	2.3%	2.2%	19.7%
Sales And Clerical	26.7	9.2	10.4	25.1
Craftsmen And Operatives	41.0	57.1	55.3	42.4
Laborers	6.0	18.4	25.9	7.2
Service	5.0	13.0	6.2	5.6
TOTAL	100.0%	100.0%	100.0%	100.0%
NUMBER	180,952	14,956	2,591	198,499

The proportion of Negroes in surveyed employment was found to be .076 or 7.6%. The population proportion was estimated at 7.5% in 1966 by the Statistical Services Section, Department of Health and Social Services.

Dane County

Over 91% of all surveyed employment was found in the City of Madison and only the five industry groups reporting the largest number of persons employed will be analyzed in detail. Table V-A, below, shows reported employment by the largest industry groups, by industry and group designation.

Table V-A

Distribution of Surveyed Employment In Dane County
By Industry Group And Group Designation

(%'s Tabulated With "Industry Group" As 100% Base)

	Group Designation			
Industry Group	White	Negro	Other Minorities	All Groups
Manufacturing	29.6%	31.0%	52.4%	29.8%
Trade	21.2	15.3	5.4	21.1
Finance	16.4	16.2	10.8	16.3
Transportation	10.8	13.2	4.2	10.8
Medical And Health	5.6	11.5	11.4	5.7
All Other	16.4	12.8	15.8	16.3
TOTAL	100.0%	100.0%	100.0%	100.0%
NUMBER	22,633	235	166	23,034

EEO data was received from 158 employing units in Dane County. According to 1960 Census data, the percent of minority group persons in the population was 1.2%. The EEO survey revealed that 1.7% of total employment was minority group employment and about 1.0% was Negro. Table XII, Appendix, shows the percent of minority groups in the population (1960), the percent of minority group employment found by the survey, and the percent of population increase, 1950 to 1960.

Racine County

Although fewer firms reported in the Racine County Area (103) than in Dane County, the larger number of persons reported as employed would seem to indicate that the average size firm reporting in Racine County was larger. Table XIII, Appendix, shows there was a larger proportion of minority group persons employed in Racine County than in Dane County. Worthy of note is also the fact that the overall population for Dane County increased considerably more than that for Racine based on the increase from 1950 to 1960.

Table VI-A, below, shows percentage distributions by industry group and group (race or ethnic) designation. Since a very large percentage of Racine County's total employment is concentrated in the City of Racine, distributions by job category will be given in the urban place section of this report.

Table VI-A

Distribution of Surveyed Employment In Racine County
By Industry Group And Group Designation

(%'s Tabulated With "Group Designation" As 100% Base)

	Group Designation				
Industry Group	White	Negro	Other Minorities	Total	Total Employed
Manufacturing	91.2%	6.7%	2.1%	100.0%	23,440
Trade	98.0	1.3	0.7	100.0	1,250
Transportation	98.7	1.1	0.2	100.0	478
Medical And Health	96.4	2.8	0.8	100.0	998
Other Services	29.9	42.4	27.7	100.0	592
All Other	94.1	2.7	3.2	100.0	678
NUMBER	25,302	1,882	703	100.0%	27,887

The rather significant difference between the percent of minority group persons in the population (3.9%) and the percent found to be employed (9.2%) suggests that perhaps minority groups persons who live in other areas, work in Racine. While manufacturing employed more minority groups than any other industry group in Dane County, in Racine County, services such as, personal, business, amusement and recreation; legal and household employed a greater percentage of minority groups.

Kenosha County

Table V-A, below, shows that manufacturing employed more minority group persons than all other industry groups combined. The discrepancy between the percentage of minority group persons in the population (1.1%) according to 1960 Census data and the percent of minority group employment (6.8% - Table XIII, Appendix), again, appears to indicate that minority group persons who live outside Kenosha County are employed there. Even if the population growth for Kenosha County continued at the 33.7% from 1960 to the present time as it did from 1950 to 1960, there would still be a considerable discrepancy between surveyed minority employment and the proportion in the population.

Table V-A

Distribution of Surveyed Employment In Kenosha County By Industry Group And Group Designation

(%'s Tabulated With "Group Designation" As 100% Base)

	Group Designation				
Industry Group	White	Negro	Other Minorities	Total	Number Employed
Manufacturing	92.5%	5.9%	1.6%	100.0%	14,984
All Other	97.8	1.1	1.1	100.0	2,081
NUMBER	15,902	905	258	100.0%	17,065

The overwhelming majority of male Negroes were employed in manufacturing. 1.8% were managers and other white collar workers. Over 97.0% were in blue collar occupations with only 0.5% classified as craftsmen. The ratio of Negro managers (1.2% of all white collar occupations held by Negro men in the white collar occupations held by Negro men in the Kenosha data) to Negro blue collar workers was 1 to 8. Data for Negro women will be given in a subsequent section. Since the overwhelming majority of surveyed employment was found in the County of Kenosha, data for the City of Kenosha will not be treated separately.

Rock County

A much closer relationship between the proportion of minority group persons in the population and the number in surveyed employment was found for Rock County. According to 1960 Census data, 2.2% of the total population was minority group. The EEO survey revealed that the percent employed was 3.1%. Manufacturing employed a much larger number of all minority group persons than all other industry groups combined. 91.3% of all minority group employment surveyed was Negro. Fifty-two organizations reported EEO data for Rock County. Trade, finance, construction and transportation (which includes utilities, communications, oil and gas, etc.) were the industry groups included in the "all other" category of the table, and where more than three units in each industry group reported. Yet these groups employed only 13 minority group persons, 12 of whom were Negro.

Table VI-A

Distributions Of Surveyed Employment
For Rock County By Industry Group
And Group Designation

(%'s Tabulated With "Group Designation" As 100% Base)

	Group Designation				
Industry Group	White	Negro	Other Minorities	Total	Number Employed
Manufacturing	96.2%	3.5%	0.3%	100.0%	9,694
Medical And Health	98.9	0.8	0.3	100.0	1,445
All Other	99.2	0.7	0.1	100.0	1,905
NUMBER	12,641	368	35	100.0%	13,044

The two principal urban places in Rock County that reported EEO data were Beloit and Janesville. Table X-B in the urban place section, shows percentage distributions for Beloit by job category. The total number persons found to be employed by survey was 5,122. The number employed in Janesville was 6,064. The difference between reported employment for Beloit and Janesville and the total for Rock County, 1,858 persons, represents surveyed employment in the balance of the county.

Waukesha County

Table VII-A, shows that the Construction industry group in Waukesha County was the largest employer of Negroes. Undoubtedly the percentage of population increase from 1950 to 1960 (84.2%), and presumably it is still growing at a high rate, was probably a factor contributing to the number of Negroes employed in building houses, businesses, roads and other facilities.

Table VII-A

Distribution Of Surveyed Employment
For Waukesha County By Industry Group
And Group Designation

(%'s Tabulated With "Group Designation" As 100% Base)

	Group Designation				
Industry Group	White	Negro	Other Minorities	Total	Number Employer
Construction	95.6%	3.6%	0.8%	100.0%	788
Manufacturing	94.4	1.8	3.8	100.0	12,334
Trade	98.3	1.0	0.7	100.0	1,092
Medical And Health	98.9	0.1	1.0	100.0	1,231
All Other	99.2	0.1	0.7	100.0	791
NUMBER	15,448	263	505	100.0%	16,216

In Waukesha County as in Racine and Kenosha Counties, the discrepancy between the proportion of minority group persons in the population and the proportion found to be employed is considerable. Again, more minority group persons who live in other areas work in Waukesha County. Waukesha County was one of the few counties where there were fewer Negroes employed than other minority group persons.

Maps II and IV, together with Table XIII, Appendix, may be consulted to determine the number of minority group persons found to be employed and their proportion relative to total surveyed employment for the other selected county areas.

B. Selected Urban Places

Map I shows surveyed employment by selected urban place. Only four urbans places, however, were selected for detailed analysis according to job category and group (race or ethnic) designation.

(1) City of Milwaukee

Table VI-B, below, shows percentage distributions by job category and group designation. Data for the table were taken from Table VI, Appendix.

Table VI-B

Distribution of Surveyed Employment
In The City of Milwaukee By Job Category
And Group Designation

(%'s Tabulated With "Group Designation" As 100% Base)

	Group Designation				
Job Category	White	Negro	Other Minorities	Total	Number Employed
Managers, Professionals, Technicians	97.8%	1.4%	0.8%	100.0%	30,670
Sales And Clerical	96.4	3.0	0.6	100.0	43,235
Craftsmen And Operatives	87.7	10.5	1.8	100.0	63,720
Laborers	74.9	20.5	4.6	100.0	10,688
Service	80.0	18.6	1.4	100.0	9,993
NUMBER	143,543	12,506	2,257	100.0%	158,306

(1) City of Milwaukee (Continued)

Table VII-B, below, shows percentage distributions with job category as the 100% base.

Table VII-B

Distribution of Surveyed Employment
For The City of Milwaukee By Job Category
And Group Designation

(%'s Tabulated With "Job Category" As 100% Base)

	Group Designation			
Job Category	White	Negro	Other Minorities	All Groups
Managers, Professionals, Technicians	20.9%	3.5%	11.4%	19.4%
Sales And Clerical	29.0	10.4	10.9	27.2
Craftsmen And Operatives	38.9	53.7	49.8	40.3
Laborers	5.6	17.5	21.8	6.8
Service	5.6	14.9	6.1	6.3
TOTAL	100.0%	100.0%	100.0%	100.0%
NUMBER	143,543	12,506	2,257	158,306

While Table VI-B, shows the percentage of whites, Negroes and other minority groups in each of the job categories grouped on the basis of formal education and skill levels required, Table VII-B, shows how the number of jobs by job category are distributed within the 3 groups of racial or ethnic groups. Without actually using the table for sampling errors in the Appendix (Tables i, ii, and iii), it can be seen that there are considerable differences between the "white" category and the "Negro" and "Other Minorities" categories.

(2) City of Madison

In the previous section, percentage distributions were given for Dane County by industry group. Since 91.4% of total surveyed employment and 96.6% of all reported Negro employment was for the City of Madison, only distributions by job category will be given. The same procedure will be followed with respect to the other urban places selected. Table VIII-B, shows percentage distributions for whites, Negroes and other minority groups by job category.

Table VIII-B

Distributions of Surveyed Employment
In The City of Madison By Job Category
And Group Designation

(%'s Tabulated With "Job Category" As 100% Base)

Job Category	Group Designation			
	White	Negro	Other Minorities	All Groups
Managers, Professionals, Technicians	20.4%	10.6%	21.6%	20.3%
Sales And Clerical	38.6	29.9	23.2	38.4
Craftsmen And Operatives	26.2	29.1	26.4	26.2
Laborers	6.6	12.3	9.6	6.7
Service	8.2	18.1	19.2	8.4
TOTAL	100.0%	100.0%	100.0%	100.0%
NUMBER	20,700	227	125	21,052

(3) City of Racine

Table IX-B, below, shows the percentage distributions for the City of Racine by job category. Significant differences exist between whites and Negroes, and Negroes and other minorities except in the Sales and Clerical job category for Negroes and other minorities. The percentage point difference, 1.6 percentage points, is not a significant difference. The difference is probably due to sampling or survey error.

Table IX-B

Distributions of Surveyed Employment
In The City of Racine By Job Category
And Group Designation

(%'s Tabulated With "Job Category" As 100% Base)

Job Category	Group Designation			
	White	Negro	Other Minorities	All Groups
Managers, Professionals, Technicians	20.0%	2.3%	5.0%	18.4%
Sales And Clerical	20.8	3.1	4.7	19.1
Craftsmen And Operatives	44.7	49.4	41.6	44.9
Laborers	12.0	28.2	24.1	13.5
Service	2.5	17.0	24.6	4.1
TOTAL	100.0%	100.0%	100.0%	100.0%
NUMBER	24,091	1,893	676	26,660

(4) City of Beloit

In developing percentage distributions for the City of Beloit, a meaningful interpretation of the data depends on the number found to be employed by group (race or ethnic) designation. Since only 10 Orientals, American Indians and Spanish Americans were reported in the Beloit employment survey, all minorities will be combined into one category. Negro employment in Beloit was 97.2% of total minority group employment. Table X-B, below, shows percentage distributions by job category and group designation.

Table X-B

Distributions of Surveyed Employment
In The City of Beloit By Job Category
And Group Designation

(%'s Tabulated With "Job Category" As 100% Base)

	Group Designation		
Job Category	White	All Minorities	Both Groups
Managers, Professionals, Technicians	16.5%	2.5%	15.6%
Sales And Clerical	18.7	2.5	17.6
Craftsmen And Operatives	51.1	68.5	72.7
Laborers	9.5	18.1	10.1
Service	3.7	8.4	4.0
TOTAL	100.0%	100.0%	100.0%
NUMBER	4,763	359	5,122

C. Women In Employment

Apart from the findings presented earlier in this report, a survey of employment data revealed that there were four industry groups in which the number of women employed exceeded that for men. These industry groups were: medical and health services, finance; hotels and lodging places and wholesale and retail trade. Chart I may be referred to again for a graphic distribution of men and women in these four industry groups.

Diagram I, shows the number and percent of women found in the 1967 and 1968 surveys. The diagrams at the bottom of the page show the proportion of Negro women in 1967 to that in 1968. These latter two diagrams (Diagram I) seem to further substantiate the hypothesis that as the survey sample increases for all women, the proportion of Negro women found to be employed will decrease to a point close to the actual proportion of Negro women in the population. The proportion of Negro women found in 1968 was somewhat smaller than that for 1967 although 22,033 more women were reported as employed in 1968. This is an increase of 12.9%, overall, and an increase for Negro women of 5.4%.

Percentage distributions by industry group are given below in Table I-C. Data were taken from Table I, Appendix. "Other Services" and "Personal Services" were combined into the category "Services". Table I-C shows the distributions for all males, white females and minority group females.

Table I-C

Distribution of Surveyed Employment
Throughout The State By Industry Group,
Sex And Minority Group Females

(%'s Tabulated With "Industry Group" As 100% Base)

	Sex And Minority Group Females			
Industry Group	Male	Female	Minority Group Female	Both Sexes
Mining And Quarrying	0.6%	0.5%	0.1%	2,989
Contract Construction	2.5	0.2	0.1	9,503
Manufacturing	75.0	46.1	46.2	350,219
Transportation	5.6	5.6	4.0	29,673
Motor Freight	2.5	0.6	0.2	9,856
Trade	7.3	15.5	10.0	52,710
Eating And Drinking	0.2	0.6	0.4	1,872
Finance	2.9	8.6	6.0	25,107
Hotels And Lodging	0.2	0.6	1.1	1,911
Medical And Health	1.3	18.7	24.2	36,463
Education	0.2	0.5	0.3	1,688
Services	1.5	2.4	7.4	9,494
All Other	0.2	0.1	0.0	896
TOTAL	100.0%	100.0%	100.0%	
NUMBER	361,868	170,453	7,104	532,321

DIAGRAM I

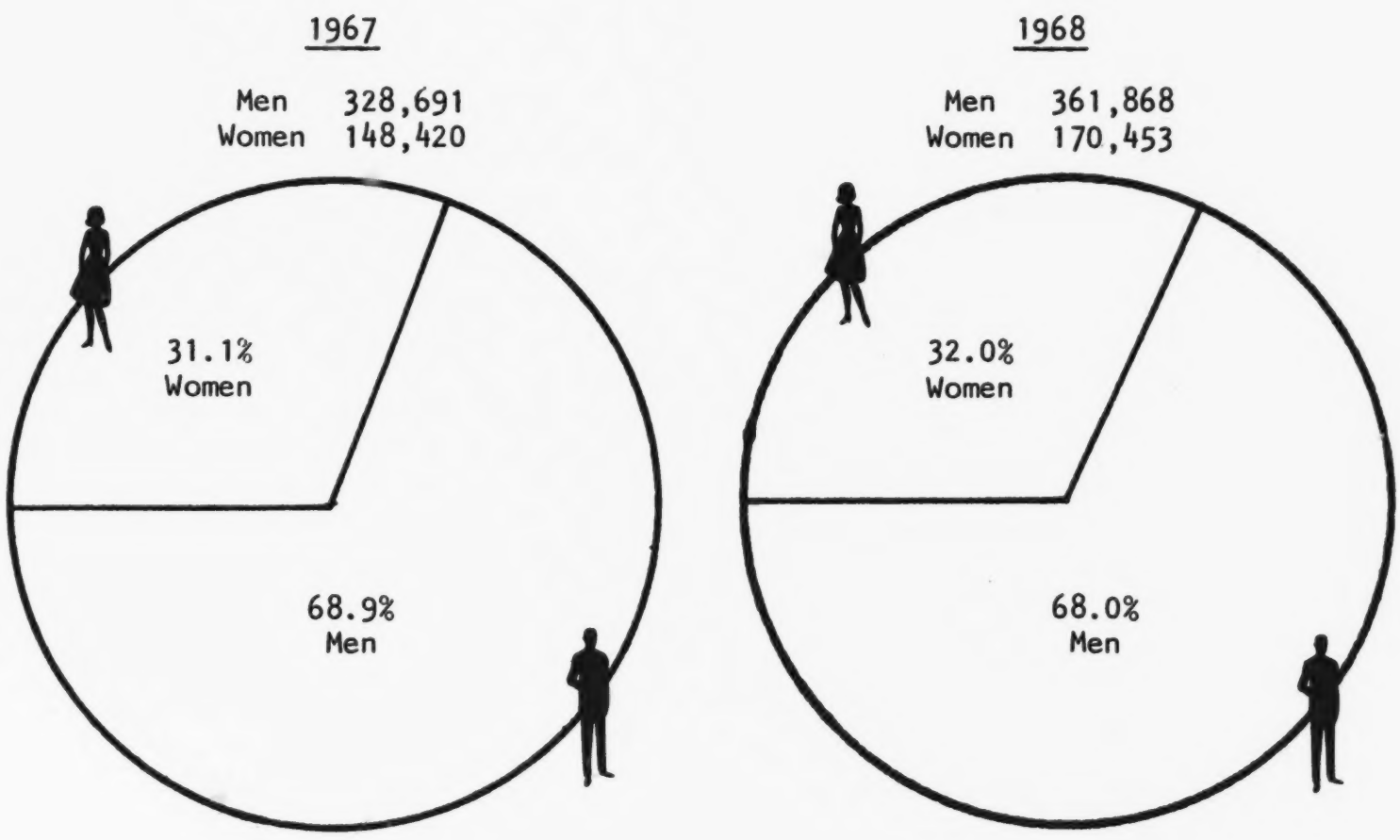
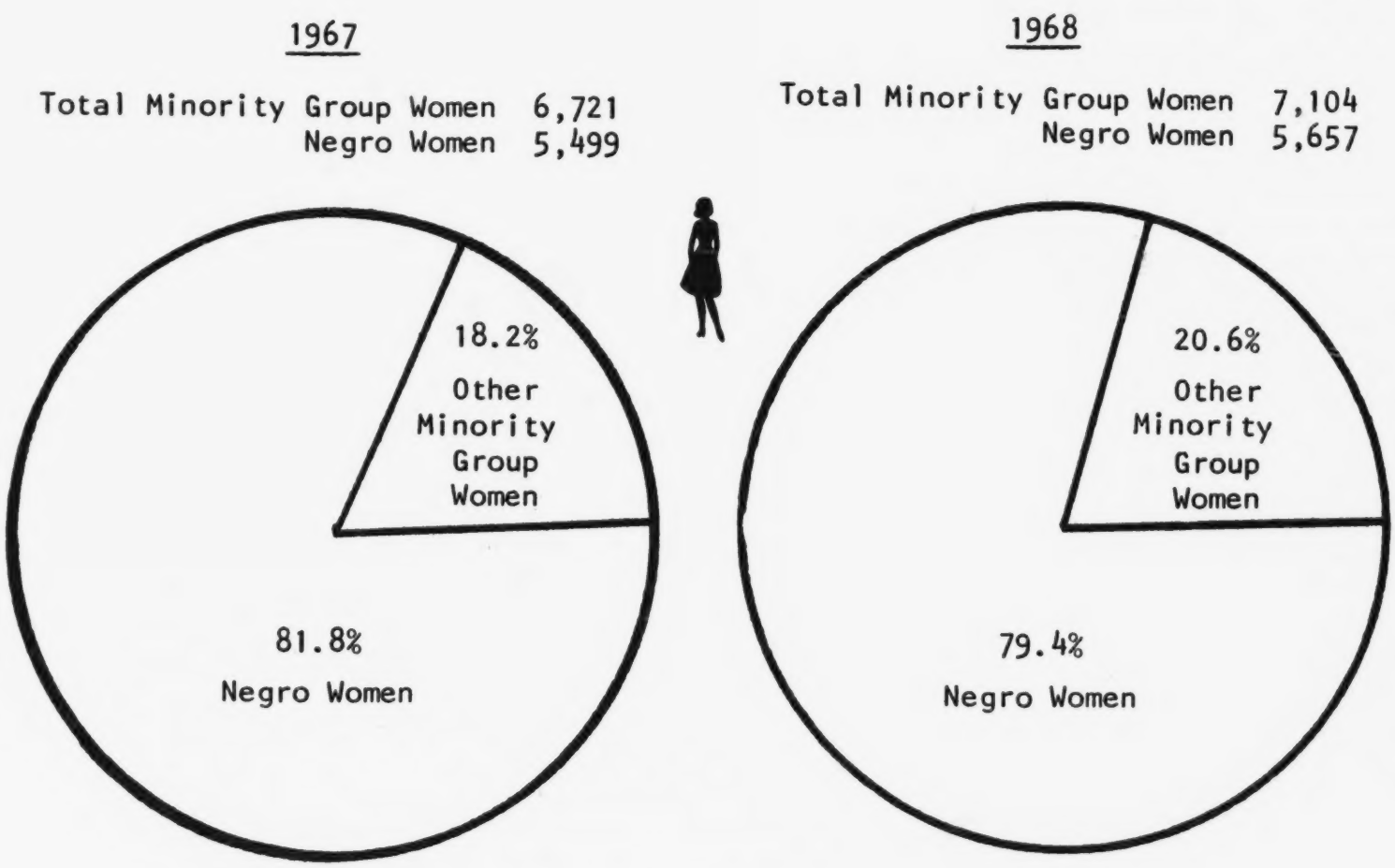

1967
Men 328,691
Women 148,420
31.1%
Women
68.9%
Men
1968
Men 361,868
Women 170,453
32.0%
Women
68.0%
Men
All Women 148,420
Negro Women 6,721
4.5%
Negro
95.5%
All Other Women
All Women 170,453
Negro Women 7,104
4.2%
Negro
95.8%
All Other Women

DIAGRAM II


1967
Total Minority Group Women 6,721
Negro Women 5,499
18.2%
Other Minority Group Women
81.8%
Negro Women
1968
Total Minority Group Women 7,104
Negro Women 5,657
20.6%
Other Minority Group Women
79.4%
Negro Women
Total Minority Group Women 6,721
Number In Manufacturing 2,865
42.6%
Women In Manufacturing
57.4%
Total Minority Group Women
Total Minority Group Women 7,104
Number In Manufacturing 3,282
46.1%
Women In Manufacturing
53.9%
Total Minority Group Women

79.4% of all female minority group employment was Negro. The bar chart (Chart V) shows the proportion of female minority group employment to total female employment for 1967 and 1968. Diagram II shows the percent of Negro female employment to total female minority group employment for both years.

The two diagrams at the bottom of the page show that 42.6% of all minority group women employed in 1967 were in manufacturing and the balance (57.4% were in the remaining industry groups. In 1968, however, there were 46.1% in manufacturing and 53.9% in the other industry groups. Table I-Ca shows employment distributions in manufacturing by all females, and by each minority group.

Table I-Ca

Distributions of Employment In Manufacturing
Throughout The State By Minority Group Designation

(%'s Tabulated With "Job Category" As 100% Base)

Job Category	All Females	Minority Group Designation			
		Negro	Oriental	American Indian	Spanish American
Officials And Managers	0.7%	0.1%	1.7%	1.1%	0.0%
Professionals	0.8	0.3	4.2	0.0	0.2
Technicians	1.2	0.2	0.0	1.1	0.0
Sales Workers	1.0	0.4	1.7	0.4	0.5
Office And Clerical	32.7	12.1	14.3	10.1	12.0
Craftsmen	4.3	3.0	3.4	8.3	6.0
Operatives	37.4	54.6	34.4	60.6	45.8
Laborers	20.4	27.2	40.3	18.0	34.3
Service Workers	1.5	2.1	0.0	0.4	1.2
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%
NUMBER	78,636	2,320	119	277	566

Of the four industries in which the number of women employed was greater than that for men, the medical and health industry group shows some significant patterns of employment. Table I-Cb shows percentage distributions for medical and health services.

Table I-Cb

Distributions Of Surveyed Employment For The
Medical And Health Services Industry Group
By Job Category, Sex, And Minority Group Females

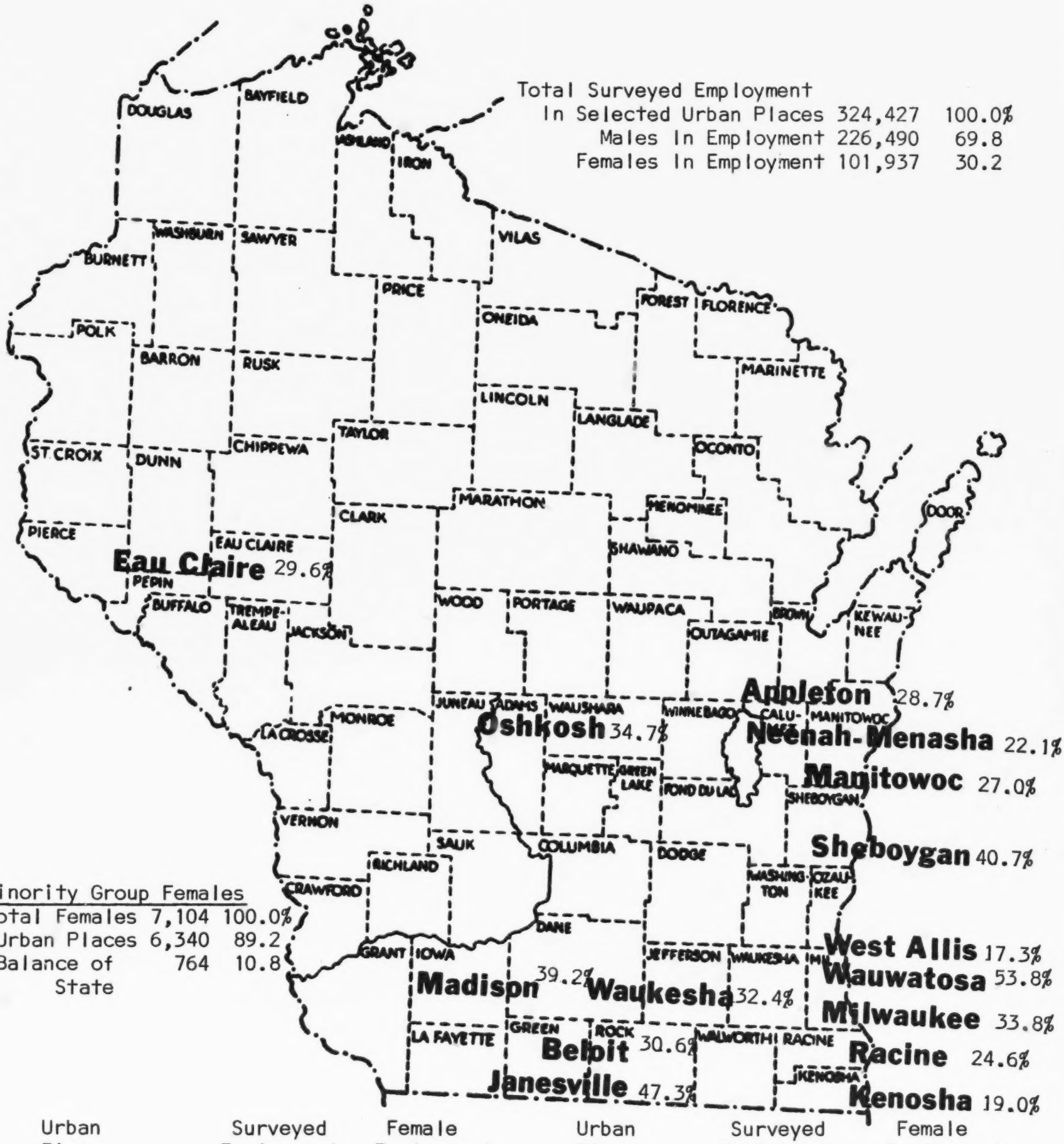
(%'s Tabulated With "Job Category" As 100% Base)

	Sex		Minority Group Females				
Job Category	Male	Female	Negro	Oriental	American Indian	Spanish American	Total Employed
Officials And Managers	12.2%	2.2%	1.1%	2.0%	0.0%	3.1%	1,278
Professionals	17.8	25.4	4.3	46.0	21.2	19.6	8,893
Technicians	10.0	9.3	11.0	24.0	5.7	5.2	3,425
Sales Workers	0.0	0.0	0.0	0.0	0.0	0.0	13
Office And Clerical	3.3	14.0	3.9	2.0	5.8	3.1	4,599
Craftsmen	5.0	0.5	0.4	0.0	1.9	0.0	398
Operatives	9.1	4.7	8.2	0.0	7.7	4.1	1,908
Laborers	6.7	3.4	2.5	6.0	7.7	8.2	1,381
Service	35.9	40.5	68.6	20.0	50.0	56.7	14,568
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
NUMBER	4,666	31,797	1,519	50	52	97	36,463

In order to gain a deeper insight into the employment of women by job category in industry groups where women predominate, two were selected for further analysis. In trade and finance (insurance, banking, loans, real estate, etc.) very little, other than the historical policies of firms in the industry group, should prevent women from receiving equal employment opportunities and the opportunity to advance. Yet the distributions shown in Table I-Cc reflect the status of women in the two industry groups compared.

MAP III

PER CENT OF FEMALES IN SURVEYED EMPLOYMENT BY URBAN PLACE



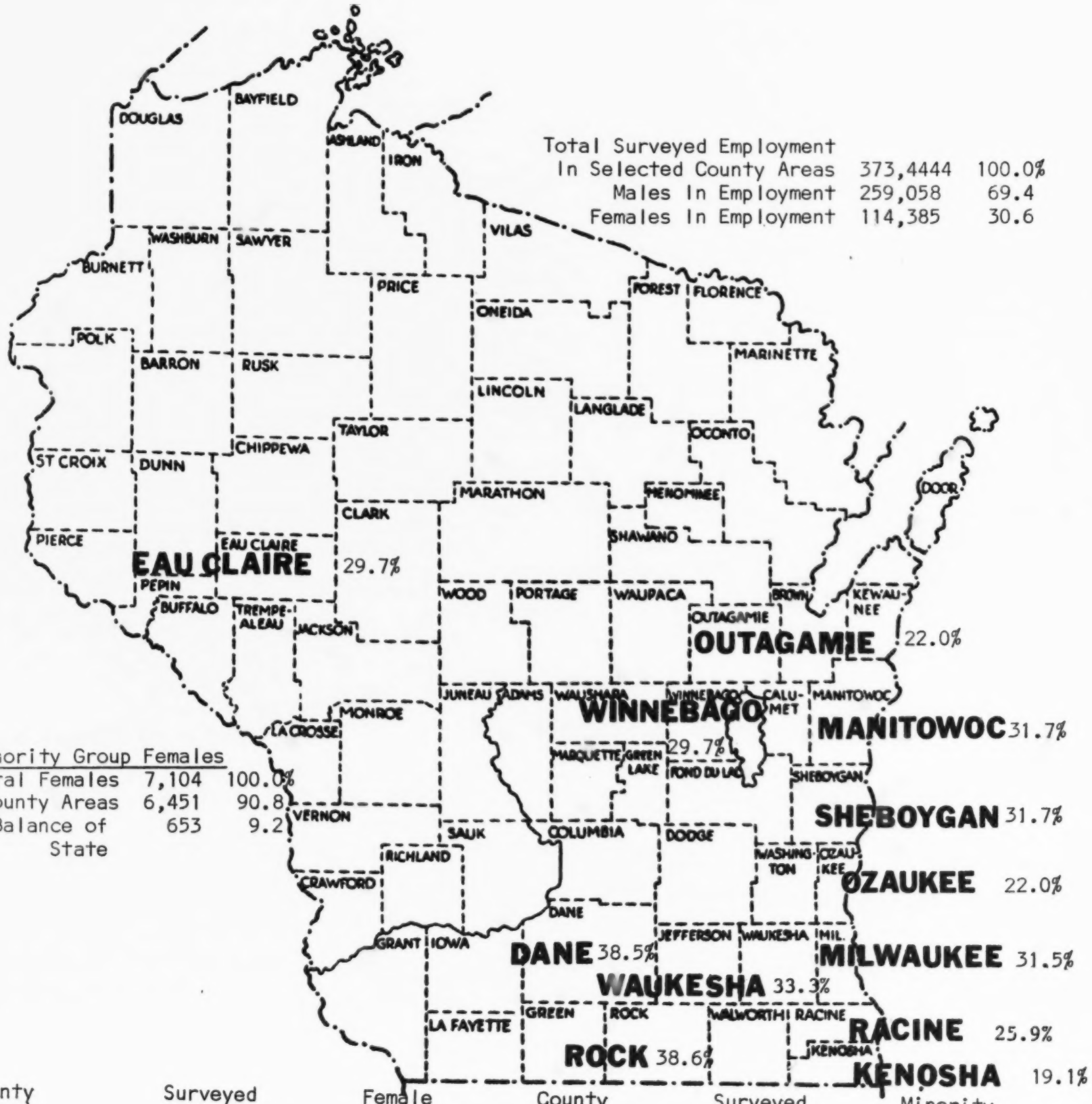
Total Surveyed Employment		
In Selected Urban Places	324,427	100.0%
Males In Employment	226,490	69.8
Females In Employment	101,937	30.2

Minority Group Females		
Total Females	7,104	100.0%
Urban Places	6,340	89.2
Balance of State	764	10.8

Urban Place	Surveyed Employment	Female Employment
Appleton	8,975	2,578
Beloit	5,122	1,566
Eau Claire	9,632	2,853
Janesville	6,064	2,871
Kenosha	16,976	3,217
Madison	21,052	8,254
Manitowoc	5,539	1,494
Milwaukee	158,306	53,579
Neenah-Menasha	12,247	2,705
Oshkosh	9,523	3,301
Racine	26,660	6,570
Sheboygan	7,877	3,203
Waukesha	10,384	3,369
Wauwatosa	7,668	4,023
West Allis	18,402	2,354

MAP IV

PER CENT OF FEMALES IN SURVEYED EMPLOYMENT
BY COUNTY AREA



Total Surveyed Employment In Selected County Areas	373,4444	100.0%
Males In Employment	259,058	69.4
Females In Employment	114,385	30.6

Minority Group Females		
Total Females	7,104	100.0%
County Areas	6,451	90.8
Balance of State	653	9.2

County Areas	Surveyed Employment	Female Employment
Dane	23,034	8,879
Eau Claire	9,717	2,884
Kenosha	17,065	3,263
Manitowoc	10,794	3,422
Milwaukee	198,499	62,524
Outagamie	13,847	3,053

County Areas	Surveyed Employment	Minority Employment
Ozaukee	6,279	1,851
Racine	27,887	7,212
Rock	13,044	5,032
Sheboygan	15,151	4,808
Waukesha	16,216	5,396
Winnebago	21,911	6,061

Table I-Cc

Distributions of Surveyed Employment In The Trade And Finance Industry Groups By Industry Group, Job Category And Sex

(%'s Tabulated With "Job Category" As 100% Base)

	Industry Group And Sex					
	Trade			Finance		
Job Category	Male	Female	Total	Male	Female	Total
Officials And Managers	17.0%	3.9%	5,459	25.8%	2.3%	3,041
Professionals	2.2	0.5	715	18.3	1.6	2,153
Technicians	3.9	0.8	1,256	4.4	0.9	595
Sales Workers	27.7	50.9	20,734	22.7	0.2	2,421
Office And Clerical	5.0	21.6	7,000	23.6	91.6	15,851
Craftsmen	9.0	1.8	2,851	0.7	0.0	73
Operatives	16.5	3.9	5,378	0.4	0.0	48
Laborers	11.5	3.1	3,858	0.3	0.1	41
Service	7.2	13.5	5,459	3.8	3.3	884
TOTAL	100.0%	100.0%		100.0%	100.0%	
NUMBER	26,277	26,433	52,710	10,514	14,593	25,107

Maps III and VI show female employment by selected urban places and county areas. Table I-Cd shows the distribution of female minority group employment by selected county area.

Table I-Cd

Distribution of Female Minority Group Employment For Selected County Areas And Balance Of State

(%'s Tabulated With "County Area" As 100% Base)

	Female Minority Groups				
County Area	Negro	Oriental	American Indian	Spanish American	Total
Dane	1.4%	8.6%	1.2%	3.8%	136
Kenosha	1.5	2.2	0.7	3.6	121
Milwaukee	85.5	40.1	30.9	53.1	5,475
Racine	5.2	4.7	4.0	12.3	417
Rock	1.8	2.6	0.5	0.3	114
Balance of State	4.6	41.8	62.7	26.9	841
TOTAL	100.0%	100.0%	100.0%	100.0%	
NUMBER	5,647	232	429	796	7,104

Table I-Ce shows percentage distributions by job category for the urban places located in the county areas shown in Table I-Cd. All minority groups were combined since the number of Orientals and American Indians was relatively small in the urban place data.

Table I-Ce

Distribution of Female Minority Group
Employment For Selected Urban Places And Balance
Of State By Occupational Grouping

(%'s Tabulated With "Occupational Group" As 100% Base)

	Occupational Groups - All Minorities				
Urban Place	White Collar	Blue Collar	Service	Total	Number
Madison	60.8%	14.6%	24.6%	100.0%	130
Kenosha	16.0	71.4	12.6	100.0	119
Milwaukee	30.0	43.6	26.4	100.0	5,014
Racine	19.2	54.4	26.4	100.0	425
Beloit	7.6	71.7	20.7	100.0	92
NUMBER	1,686	2,589	1,505		5,780
% OVERALL	29.2%	44.8%	26.0%	100.0%	

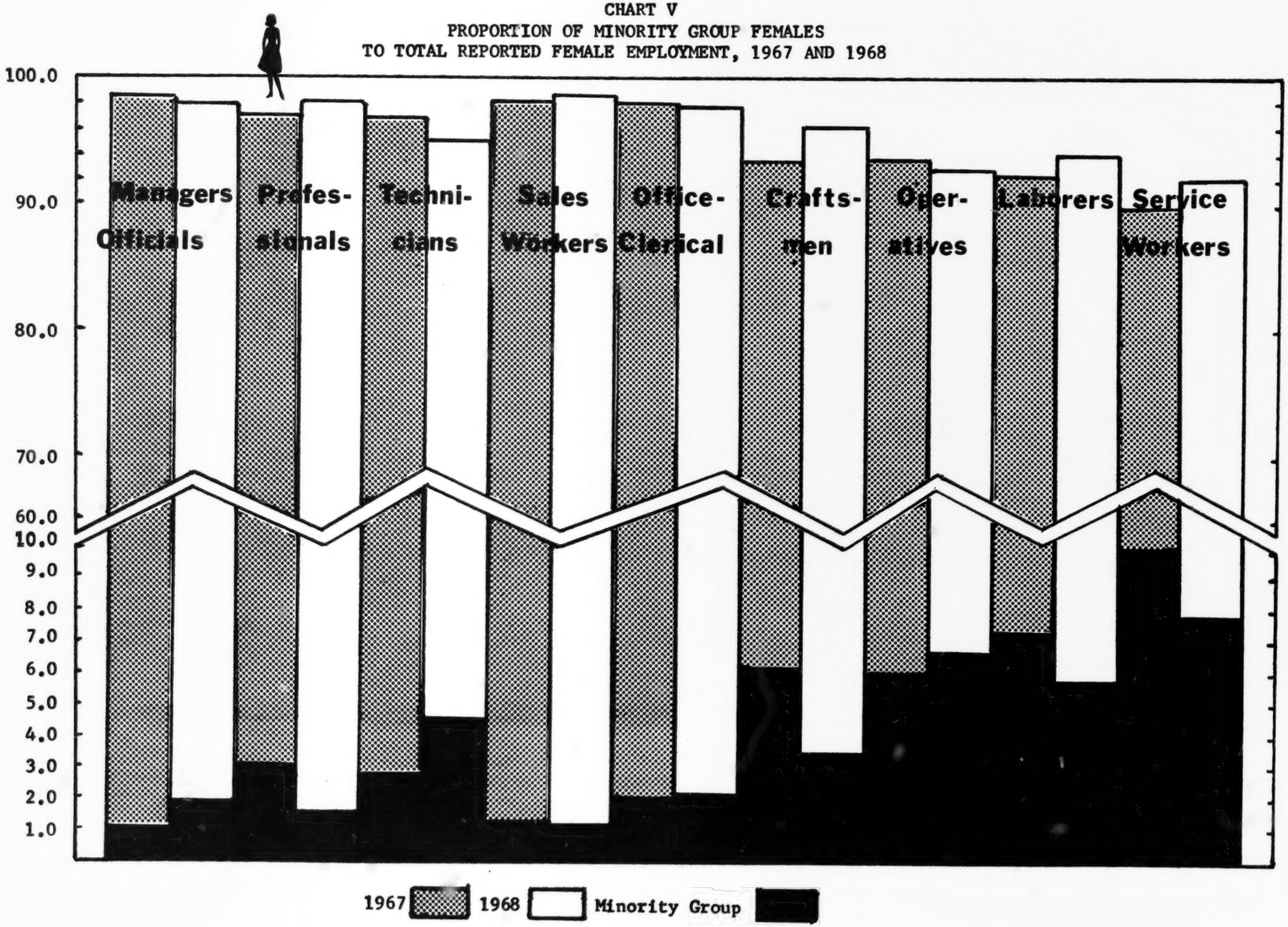
According to Table XII, Appendix, the proportion of minority group persons in the population was 6.6%. Compared with other populous counties shown on that table, the percent of population increase from 1950 to 1960 was relatively small. Presumably, and if the survey was fairly representative, the proportion of minority groups employed (7.0%) is probably close to their actual proportion in the population presently. Although more persons were reported as employed in Janesville, only 9 Negroes were reported as employed by the survey. Those were 5 Negro females in manufacturing and 4 Negro males in construction and motor freight. No Negroes were found in the white collar occupations.

In Madison, the proportion of minority group persons was 1.9% according to 1960 Census data. The survey revealed a proportion of 1.7%. The survey covered about 15 or 16% of Madison's total employment. Assuming that the survey was fairly representative, the small difference in percentage points, 0.2%, may have been due to sampling error. Another possible interpretation is that the survey did not include many small organizations that employ less than 50 persons.

Data for the City of Racine revealed that all of the Negro officials and managers were in manufacturing, and all were male. The ratio of Negro male managers to Negro men in other job categories in manufacturing was 1 to 80. Negroes, in white collar categories in Racine, occupied less than 10 positions below the manager, professional and technical categories. Thus, in sales and the clerical category, where one might expect to find more Negroes because of the relative ease of entry, Negroes were not represented to the extent they were in the blue collar occupational areas.

CHART V

PROPORTION OF MINORITY GROUP FEMALES
TO TOTAL REPORTED FEMALE EMPLOYMENT, 1967 AND 1968



CONCLUSION

In those instances where data were available from the 1967 survey by county or other geographic unit, Negroes, especially, showed some gains in upward mobility. Significant shifts have taken place from some job categories to others requiring higher levels of education and skill requirements. This was particularly notable in the managerial, technician, sales, office and clerical, and the skilled and semi-skilled occupational categories. Declines were also noted in such categories as professional, laborer and service. This pattern held for the City and County of Milwaukee, as well as for the state as a whole.

In the county areas studied, other than Milwaukee County, there was some evidence that minority groups, especially Negroes, work in counties or cities other than the ones in which they reside. In other words, the proportion of minority groups found to be employed in several county areas and urban places bore no relationship to their proportion in the population taking into consideration population growth rates for the decade 1950 to 1960. Among the urban places where this occurred were: Kenosha, Racine, Wauwatosa, Waukesha and West Allis.

In many instances the distribution of all minority groups employed was not distributed among the nine job categories in the same or near the same proportions as it was for the majority. In those instances where minority groups appeared to enjoy a fa r proportion in the managerial, technical, craftsmen and operative categories, it was impossible to determine whether the number actually reported reflected white or blue collar on-the-job trainees in the 15 major urban places selected for analysis. There were also only 66 minority group apprentices reported in the 15 urban places.

Minority groups had a representation of 4.5% of all apprentices by the 15 urban places. Of the 1,471 apprentices, 823 (55.9%) were male and 648 (44.1%) were female. Tables XIV, XV, and XVI in the Appendix show the number of apprentices and white and blue collar on-the-job trainees for the 15 urban places seleted. According to an estimate made by the Statistical Services, Section, Department of Health and Social Services, the proportion of minority groups in the population was 2.4% Negro and 0.6% other minorities for the state as a whole.

On a state-wide basis, the proportion of Negroes found in apprenticeable occupations was 1.7%, and that for other minority groups 2.2%. Of the 532,321 persons reported as employed, 1805 or 0.3% were apprentices. Of the 2,073 white collar on-the-job trainees, 2.9% were Negro and 1.5% were other minorities. In the blue collar or production category only 0.5% of the 2,338 on-the-job trainees were Negro. Only 5% or 0.2% were other minorities.

In those industry groups where women out number men, and especially those where arduous physical effort is not required, the distributions by job category for both sexes reveal dramatic differences. Table I-Cc shows these differences. In the medical and health service industry group where there were about 7 women to every man, the distributions for women, and especially minority group women differ considerably by such categories as managers, professionals and services. Table I-Cb shows these diffe ences.

Finally, there are vast differences between the proportions of minority group females in the white and blue collar and service categories by urban place. While 60.8% of all minority group women were in white collar occupations in Madison, only 19.2% were found in Racine. Only 14.6% of minority group, women in Madison were in blue collar occupations. In Beloit, However, 71.7% were in that category. The other urban places showed varying patterns of employment.

Although a few firms showed what might be considered an ideal distribution of employment within several job categories with respect to minority group employment, still fewer showed such an ideal distribution for women. This report can only reveal what these distributions were at a given time. It cannot predict what the situation will be for any sex or minority group in a year or the next 10 years. If the report indicates that further action is required to bring about a more equitable distribution of employment and by job category, such action should logically commence not only with employers, but with all of the citizens of the state. The state's conscience can be no greater or less than the citizens who comprise it.

APPENDIX I

Description of Job Categories

Tables of Sampling Errors of Difference

Employment Data Tables I Through VI (By Industry Group,
Job Category, Statewide and for the City and County of Milwaukee)

DESCRIPTION OF JOB CATEGORIES

Officials and Managers

Occupations requiring administrative personnel who set broad policies, exercise over-all responsibility for execution of these policies, and direct individual departments or special phases of a firm's operations. Includes: officials, executives, middle management, plant managers, department managers and superintendents, salaried foremen who are members of management, purchasing agents and buyers, and kindred workers.

Professional

Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background. Includes: accountants and auditors, airplane pilots and navigators, architects, artists, chemists, designers, dietitians, editors, engineers, lawyers, librarians, mathematicians, natural scientists, registered professional nurses, personnel and labor relations workers, physical scientists, physicians, social scientists, teachers, and kindred workers.

Technicians

Occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through about 2 years of post high school education, such as is offered in many technical institutes and junior colleges, or through equivalent on-the-job training. Includes: computer programers and operators, draftsmen, engineering aides, junior engineers, mathematical aides, licensed, practical or vocational nurses, photographers, radio operators, scientific assistants, surveyors, technical illustrators, technicians (medical, dental, electronic, physical sciences), and kindred workers.

Sales

Occupations engaging wholly or primarily in direct selling. Includes: advertising agents and salesmen, insurance agents and brokers, real estate agents and brokers, stock and bond salesmen, demonstrators, salesmen and sales clerks, grocery clerks and cashier-checkers, and kindred workers.

Office and Clerical

Includes all clerical-type work regardless of level of difficulty, where the activities are predominantly nonmanual through some manual work not directly involved with altering or transporting the products is included. Includes: bookkeepers, cashiers, collectors (bills and accounts), messengers and office boys, office machine operators, shipping and receiving clerks, stenographers, typists and secretaries, telegraph and telephone operators, and kindred workers.

Craftsmen (skilled)

Manual workers of relatively high skill level having a thorough and comprehensive knowledge of the processes involved in their work. Exercise considerable independent judgment and usually receive an extensive period of training. Includes:

the building trades, hourly paid foremen and leadmen who are not members of management, mechanics and repairmen, skilled machining occupations, compositors and typesetters, electricians, engravers, job setters (metal), motion picture projectionists, pattern and model makers, stationary engineers, tailors and tailoresses, and kindred workers.

Operatives (semiskilled)

Workers who operate machine or processing equipment or perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and require only limited training. Includes: apprentices (auto mechanics, bricklayers, carpenters, electricians, machinists, mechanics, plumbers, building trades, metalworking trades, printing trades, etc.), operatives, attendants, (auto service and parking), blasters, chauffeurs, deliverymen and routemen, dressmakers and seamstresses (except factory), dyers, furnacemen, heaters (metal), laundry and dry cleaning operatives, milliners, mine operatives and laborers, motormen, oilers and greasers (except auto), painters (except construction and maintenance), photographic process workers, stationary firemen, truck and tractor drivers, weavers (textile), welders, and flamecutters, and kindred workers.

Laborers (unskilled)

Workers in manual occupations which generally require no special training. Perform elementary duties that may be learned in a few days and require the application of little or no independent judgment. Includes: garage laborers, car washers and greasers, gardeners (except farm) and groundskeepers, longshoremen and stevedores, lumbermen, raftsmen and wood choppers, laborers performing lifting, digging, mixing, loading and pulling operations, and kindred workers.

Service Workers

Workers in both protective and nonprotective service occupations. Includes: attendants (hospital and other institution, professional and personal service, including nurses aides, and orderlies), barbers, charwomen and cleaners, cooks (except household), counter and fountain workers, elevator operators, firemen and fire protection, guards, watchmen and doorkeepers, stewards, janitors, policemen and detectives, porters, waiters and waitresses, and kindred workers.

Apprentices

Persons employed in a program including work training and related instruction to learn a trade or craft which is traditionally considered an apprenticeship, regardless of whether the program is registered with a Federal or State agency.

ON-THE-JOB TRAINEES:

Production

Persons engaged in formal training for craftsmen--when not trained under apprentice programs--operative, laborer and service occupations.

White Collar

Persons engaged in formal training, for official, managerial, professional, technical, sales, office and clerical occupations.

Table i

Sampling Errors Of Differences: Two-Tail P = .10*

Sample Size	300	200	100	75	50	25
	For Percentages From 35 To 65 Per Cent					
300	7	8	9	11	13	17
200		8	10	11	13	17
100			12	13	14	18
75				13	15	19
50					17	20
25						23
	For Percentages Around 20 And 80 Per Cent					
300	5	6	8	8	10	
200		7	8	9	11	
100			9	11	12	
75				12	12	
50					13	
	For Percentages Around 10 And 90 Per Cent					
300	4	5	6	7		
200		5	6	7		
100			7			

* When the percentage differences between two subgroups in the sample is of the magnitude indicated in the appropriate cell, or greater, and when the difference is one which was not predicted, the probability is .10, or less, that the observed difference between the subgroups was due merely to sampling error.

Table ii

Approximate Sampling Errors For A Survey

Sample Percentage	Sample Size							
	700	500	300	200	100	75	60	25
50%	3	4	5	6	8	9	12	17
30 Or 70%	3	3	4	5	8	8	11	15
20 Or 80%	3	3	4	5	7	8	9	13
10 Or 90%	2	2	3	4	5	6	7	10
5 Or 95%	1	2	2	3	3	4	5	8

Table iii

Sampling Errors Of Differences: One-Tail P = .10*

Sample Size	300	200	100	75	50	25
	For Percentages From 35 To 65 Per Cent					
300	5	6	7	8	10	14
200		7	8	9	10	14
100			9	10	11	14
75				10	12	15
50					13	16
25						18
	For Percentages Around 20 And 80 Per Cent					
300	4	5	6	7	8	
200		5	6	7	8	
100			7	8	9	
75				9	10	
50					10	
25						
	For Percentages Around 10 And 90 Per Cent					
300	3	4	4	5		
200		4	5	5		
100			6			

* When the percentage-point difference between two subgroups in the sample is of the magnitude indicated in the appropriate cell, or greater, and when the difference is one which was predicted, the probability is .10, or less, that the observed difference between the subgroups was due to sampling error.

TABLE I

Total Employment Surveyed In Wisconsin
By Industry Group, Number Of Employing Units, Sex
And Minority Group Designation
December 1967 Through June 1968

Industry Group	Number Of Firms	Male	Female	Minority Group *								Total
				Negro		Oriental		American Indian		Spanish American		
				Male	Female	Male	Female	Male	Female	Male	Female	
Mining & Quarrying	4	2,173	816	8	4	1	0	0	0	1	0	2,989
Contract Construction	86	9,144	359	304	4	2	1	34	1	24	0	9,503
Manufacturing	1,011	271,583	78,636	11,931	2,320	345	119	774	277	3,099	566	350,219
Transportation *	133	20,163	9,510	182	262	8	5	16	14	15	4	29,673
Motor Freight	72	8,875	981	64	7	6	0	22	1	32	6	9,856
Trade	392	26,277	26,433	490	631	30	24	94	33	89	21	52,710
Eating & Drinking	18	812	1,060	37	23	9	0	0	2	2	3	1,872
Finance, Insurance, & Real Estate	191	10,514	14,593	84	347	16	21	5	16	30	45	25,107
Hotels & Lodging Places	14	829	1,082	38	72	5	1	2	4	10	7	1,911
Personal Service	54	3,558	3,264	394	428	31	7	69	28	71	43	6,822
Medical & Health	120	4,666	31,797	222	1,519	83	50	13	52	24	97	36,463
Education	13	786	902	8	17	2	1	1	0	3	2	1,688
Other Services	20	1,716	896	60	13	8	3	2	1	9	2	2,612
All Other	4	772	124	0	0	0	2	0	0	0	0	896
TOTALS	2,132	361,868	170,453	13,822	5,647	546	232	1,034	429	3,409	796	532,321

* Minority group figures included in male, female and total figures.

TABLE II

Total Employment Surveyed In Wisconsin
By Job Cateogry, Sex And Minority Group Designation

December 1967 Through June 1968

Job Category	Male	Female	Minority Group *								Total
			Negro		Oriental		American Indian		Spanish American		
			Male	Female	Male	Female	Male	Female	Male	Female	
Officials And Managers	38,435	3,296	148	43	29	3	32	7	42	5	41,731
Professionals	20,099	9,466	100	82	178	31	11	11	43	21	29,565
Technicians	14,777	4,416	93	174	34	13	15	9	51	5	19,193
Sales Workers	21,065	15,364	167	243	13	6	30	10	52	12	36,429
Office And Clerical	18,309	60,984	197	1,034	27	55	20	80	58	132	79,293
Craftsmen	73,651	4,130	1,353	83	28	6	174	24	330	35	77,781
Operatives	118,581	33,137	7,963	1,735	134	44	401	174	1,566	276	151,718
Laborers	44,291	18,308	3,078	763	51	51	280	58	1,108	207	62,599
Service Workers	12,660	21,352	993	1,490	52	23	71	56	159	103	34,012
TOTALS	361,868	170,453	13,822	5,647	546	232	1,034	429	3,409	796	532,321

* Minority group figures included in male, female and total figures.

TABLE III

Total Employment Surveyed In Milwaukee County
By Industry Group, Sex And Minority Group Designation

December 1967 Through June 1968

Industry Group	Number Of Firms	Male	Female	Minority Group *								Total
				Negro		Oriental		American Indian		Spanish American		
				Male	Female	Male	Female	Male	Female	Male	Female	
Contract Construction	3,664	1,842	133	179	3	1	0	14	0	13	0	3,797
Manufacturing	253	98,955	25,162	9,003	1,859	134	30	190	79	1,517	298	124,117
Transportation	14	8,876	3,776	159	214	5	3	7	5	13	4	12,652
Motor Freight	26	2,960	291	33	1	1	0	10	0	15	1	3,251
Trade	103	8,797	11,995	372	501	22	9	56	16	34	14	20,792
Finance	73	5,640	8,049	60	327	14	16	4	16	25	35	13,689
Medical & Health	25	1,860	10,544	199	1,446	77	31	4	16	16	45	12,404
Education	5	125	215	4	10	0	0	0	0	0	1	340
Other Services	26	2,218	1,438	180	376	1	0	5	0	17	19	3,656
All Other 1/	20	2,880	921	71	89	7	4	1	1	9	6	3,801
TOTALS	580	135,975	62,524	10,260	4,826	262	93	291	33	1,659	423	198,499

* Minority group figures included in male, female, and total figures.

1/ All Other includes industry groups or subgroups where three or fewer firms reported. By agreement, employment data from 3 or less firms in any particular industry group and when the data is published by industry group, cannot be reported.

TABLE IV

Total Employment Surveyed In Milwaukee County
By Job Category, Sex And Minority Group Designation

December 1967 Through June 1968

Job Category	Male	Female	Minority Group *								Total
			Negro		Oriental		American Indian		Spanish American		
			Male	Female	Male	Female	Male	Female	Male	Female	
Official And Managers	15,279	1,470	96	38	16	1	16	4	20	2	16,749
Professionals	9,742	3,375	53	72	136	26	2	5	24	6	13,117
Technicians	7,169	1,975	73	149	22	8	5	1	32	3	9,144
Sales Workers	8,075	7,605	134	197	8	4	16	1	27	9	15,680
Office And Clerical	8,122	26,098	143	897	19	27	9	40	30	79	34,220
Craftsmen	29,658	1,149	1,099	59	20	3	72	19	200	22	30,807
Operatives	42,171	11,204	5,860	1,520	28	17	110	37	766	139	53,375
Laborers	10,914	3,340	2,163	588	4	1	48	15	486	116	14,254
Service Workers	4,845	6,308	639	1,306	9	6	13	11	74	47	11,153
TOTALS	135,975	62,524	10,260	4,826	262	93	291	133	1,659	423	198,499

* Minority group figures included in male, female and total figures.

Table V

Total Employment Surveyed In The City Of Milwaukee
By Industry Group, Sex And Minority Group Designation

December 1967 Through June 1968

Industry Group	Number Of Firms			Minority Group *								
				Negro		Oriental		American Indian		Spanish American		
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Total
Contract Construction	32	3,407	126	172	3	1	0	3	0	10	0	306
Manufacturing	214	69,888	18,709	6,921	1,500	92	28	156	71	1,060	276	88,597
Transportation	13	8,843	3,771	159	214	5	3	7	5	13	4	12,614
Motor Freight	26	2,960	291	33	1	1	0	10	0	15	1	3,251
Trade	91	7,263	10,514	301	458	21	6	54	16	31	14	17,777
Finance	67	5,472	7,809	60	327	14	16	4	14	24	35	13,281
Medical And Health	21	1,714	9,819	193	1,434	68	28	2	15	14	40	11,533
Education	5	125	215	4	10	0	0	0	0	0	1	340
Other Services	25	2,175	1,404	180	376	1	0	5	0	16	18	3,579
All Other 1/	17	2,880	921	71	89	7	4	1	1	9	6	3,801
TOTALS	511	104,727	53,579	8,094	4,412	210	85	253	122	1,192	395	158,306

* Minority group figures included in male, female and total figures.

1/ All Other category includes industry groups or subgroups where three or fewer firms reported. By agreement, employment data from 3 or less firms in any particular industry group, and when the data is published by industry group, cannot be reported.

Table VI

Total Employment Surveyed In The City Of Milwaukee
By Job Category, Sex And Minority Group Designation

December 1967 Through June 1968

Job Category			Minority Group *								
			Negro		Oriental		American Indian		Spanish American		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Total
Officials And Managers	11,931	1,389	78	38	11	1	13	4	16	2	13,320
Professionals	7,437	3,152	39	72	100	22	1	5	16	6	10,589
Technicians	4,922	1,839	62	148	20	8	3	1	25	3	6,761
Sales Workers	7,151	6,701	118	186	8	2	16	1	22	9	13,852
Office And Clerical	6,621	22,762	136	855	16	26	9	38	28	72	29,383
Craftsmen	22,131	1,077	849	56	17	3	59	19	145	22	23,208
Operatives	31,997	8,515	4,509	1,307	26	17	96	29	559	133	40,512
Laborers	8,386	2,302	1,709	480	4	1	45	15	320	106	10,688
Service	4,151	5,842	594	1,270	8	5	11	10	61	42	9,993
TOTALS	104,727	53,579	8,094	4,412	210	85	253	122	1,192	395	158,306

* Minority group figures included in male, female and total figures.

APPENDIX II

TABLES VII THROUGH XVI

Changes in Employment by Job Category from 1967 to 1968, Statewide and for Milwaukee County

Employment by Job Categories for the Urban Places of Racine, Beloit and and Madison

Minority Group Employment by Selected Urban Place and County with Population Percentages and Percents of Population Increase

Apprentices and On-The-Job Trainees by Selected Urban Places

Table VII

Employment By Job Categories
Throughout The State, 1967 To 1968

White Collar	Total 1967	Total 1968	Negro 1967	Negro 1968	% Overall Increase Or Decrease	% Negro Increase Or Decrease
Officials And Managers	33,541	41,731	125	191	19.6%	34.6%
Professionals	23,917	29,565	221	182	19.1	-17.7
Technicians	16,882	19,193	159	267	12.0	40.5
Sales Workers	32,559	36,429	280	410	10.7	31.7
Office And Clerical	72,539	79,293	1,052	1,231	8.5	14.5
SUBTOTAL	179,438	206,211	1,837	2,281	13.0%	19.5%
Blue Collar						
Craftsmen	70,267	77,781	1,207	1,436	9.7	16.0
Operatives	139,931	151,718	8,580	9,428	7.8	9.0
Laborers	60,361	62,599	4,182	3,841	3.5	-8.2
SUBTOTAL	270,559	292,098	13,969	14,705	7.4%	5.0%
Service Workers						
Service Workers	27,114	34,012	2,652	2,483	20.3	-2.6
SUBTOTAL	27,114	34,012	2,652	2,483	20.3%	-2.6%
TOTAL	477,111	532,321	18,458	19,469	10.4%	5.2%

Table VIII

Employment By Job Categories
In Milwaukee County, 1967 To 1968

White Collar	Total 1967	Total 1968	Negro 1967	Negro 1968	% Overall Increase Or Decrease	% Negro Increase Or Decrease
Officials And Managers	13,378	16,749	88	134	20.1%	34.3%
Professionals	10,212	13,117	199	125	22.1	-37.2
Technicians	7,218	9,144	128	222	21.6	42.3
Sales Workers	11,884	15,680	210	331	24.2	36.5
Office And Clerical	29,286	34,220	872	1,040	14.4	16.2
SUBTOTAL	71,979	88,910	1,497	1,852	19.0%	19.2%
Blue Collar						
Craftsmen	28,431	30,807	927	1,158	7.7	19.9
Operatives	54,619	53,375	6,276	7,380	2.3	19.8
Laborers	18,287	14,254	3,027	2,751	-22.5	- 9.1
SUBTOTAL	101,337	98,436	10,230	11,289	- 2.9	9.4
Service Workers						
Service Workers	12,218	11,153	2,352	1,945	- 8.7	-46.6
SUBTOTAL	12,218	11,153	2,352	1,945	- 8.7	-46.6
TOTAL	185,534	198,499	14,079	15,086	6.5	6.7

Table IX

Surveyed Employment In Racine
By Job Category, Sex And Minority Group*

December 1967 Through 1968

Job Category			Negro		Oriental		American Indian		Spanish American		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Total
Officials And Managers	2,154	72	17	0	1	0	2	0	8	0	2,226
Professionals	1,294	298	2	3	11	1	0	1	1	1	1,592
Technicians	928	151	5	17	1	0	1	0	6	0	1,079
Sales Workers	930	259	5	1	0	0	1	0	4	0	1,189
Office And Clerical	972	2,938	14	38	0	2	0	1	7	17	3,910
Craftsmen	3,448	48	70	4	0	0	4	0	30	1	3,496
Operatives	7,164	1,314	763	98	0	3	8	2	198	35	8,478
Laborers	2,443	1,143	467	67	1	0	5	2	136	19	3,586
Service Workers	757	347	248	74	30	5	41	10	57	23	1,104
TOTALS	20,090	6,570	1,591	302	44	11	62	16	447	96	26,660

* Minority groups included in male, female and total figures.

Table X

Surveyed Employment In Beloit
By Job Category, Sex And Minority Group*

December 1967 Through June 1968

Job Category	Male	Female	Negro Male	Negro Female	Oriental Male	Oriental Female	American Indian Male	American Indian Female	Spanish American Male	Spanish American Female	Total
Officials And Managers	450	18	3	0	1	0	0	0	0	0	468
Professionals	147	27	0	0	1	0	0	0	3	0	174
Technicians	146	9	1	0	0	0	0	0	0	0	155
Sales Workers	217	38	2	4	0	0	0	0	0	0	255
Office And Clerical	155	489	0	3	0	0	0	0	0	0	644
Craftsmen	1,595	247	111	18	1	0	0	0	0	0	1,842
Operatives	575	283	95	20	0	0	0	1	0	0	858
Laborers	204	315	38	24	0	2	0	1	0	0	519
Service Workers	67	140	11	19	0	0	0	0	0	0	207
TOTALS	3,556	1,566	261	88	3	2	0	2	3	0	5,122

* Minority groups included in male, female and total figures.

Table XI

Surveyed Employment In Madison
By Job Category, Sex And Minority Group*

December 1967 Through June 1968

Job Category	Male	Female	Negro Male	Negro Female	Oriental Male	Oriental Female	American Indian Male	American Indian Female	Spanish American Male	Spanish American Female	Total
Officials And Managers	1,714	280	5	1	1	1	0	0	2	3	1,994
Professionals	989	519	6	1	6	0	2	0	2	4	1,508
Technicians	605	162	10	1	4	0	0	0	1	1	767
Sales Workers	1,696	1,091	8	8	0	0	0	0	1	0	2,787
Office And Clerical	973	4,331	15	37	2	9	1	2	4	11	5,304
Craftsmen	3,045	60	24	1	2	0	1	0	3	0	3,107
Operatives	1,908	501	32	9	1	3	0	0	21	2	2,409
Laborers	1,220	196	26	2	0	0	5	2	5	0	1,416
Service Workers	648	1,112	23	18	0	7	2	1	8	6	1,760
TOTALS	12,798	8,252	149	78	16	19	11	5	47	27	21,052

* Minority groups included in male, female and total figures.

Table XII

Minority Groups As A Percent Of
Total Surveyed Employment And Percent
In The Population By Selected Urban Places

Urban Place	Percent Minority Group Population 1/	Percent Minority Group Employment 2/	Percent Population Increases 1950 to 1960 3/
Appleton	0.2	0.5	42.3
Beloit	6.6	7.0	11.0
Eau Claire	0.1	0.2	5.3
Janesville	0.2	0.6	41.2
Kenosha	1.5	6.8	24.9
Madison	1.9	1.7	31.9
Manitowoc	0.3	0.7	16.9
Milwaukee	8.9	9.3	16.3
Neenah-Menasha	0.3	0.6	45.2
Oshkosh	0.1	0.8	9.8
Racine	5.4	9.6	25.2
Sheboygan	0.1	0.3	8.0
Waukesha	0.5	6.5	41.3
Wauwatosa	0.6	7.4	70.8
West Allis	0.1	7.4	58.7

1/ and 3/ Source: U. S. Bureau Of The Census,
U. S. Census, General Population Characteristics,
Wisconsin. Final Report PC(1)-51B(1960).

2/ Percent of minority group persons found in surveyed employment,
December 1967 through June 1968.

Table XIII

Minority Groups As A Percent Of
Total Surveyed Employment And Percent
In Population By Selected County Areas

County Area	Percent Minority Group Population 1/	Percent Minority Group Employment 2/	Percent Population Increase 1950 to 1960 3/
Dane	1.2	1.7	31.1
Eau Claire	0.1	0.2	7.6
Kenosha	1.1	6.8	33.7
Manitowoc	0.2	0.8	12.0
Milwaukee	6.4 4/	9.0	18.9
Outagamie	1.0	0.5	24.6
Racine	3.9 5/	9.2	29.4
Rock	2.2 6/	3.1	22.8
Sheboygan	0.1	0.5	7.3
Waukesha	0.2	4.7	84.2
Winnebago	0.2	0.7	18.5
Ozaukee	0.1	3.4	64.6

1/ and 3/ Source: U. S. Bureau Of The Census.
U. S. Census, General Population Characteristics;
Wisconsin. Final Report PC(1)-51B(1960).

2/ Percent of minority group persons found in surveyed employment, December 1967 through June 1968.

4/ According to a population estimate for Milwaukee County, July 1, 1966, by Statistical Services Section, Department of Health and Social Services, 7.5% were Negro and 0.5% other minority groups.

5/ and 6/ The Negro population for Racine was 5,289 in 1960 and has been estimated (Statistical Services Section) to be 7,000 in 1965. The percent of increase is 24.4%. For Rock County, the Negro population estimate (1965) is 23.5% above the number found in 1960. These figures are: 2,294 in 1960 and 3,000 in 1965.

Table XIV

Apprentices In Surveyed Employment
By Selected Urban Place, Sex And Minority Group

December 1967 Through June 1968

Urban Place	Total Employment		Apprentices		Minority Group	
	Male	Female	Male	Female	Male	Female
Appleton	6,397	2,578	3	2	0	0
Beloit	3,556	1,566	15	0	0	0
Eau Claire	6,779	2,853	0	11	0	0
Janesville	3,193	2,871	6	0	0	0
Kenosha	13,759	3,217	1	1	0	0
Madison	12,798	8,254	110	178	3	0
Manitowoc	4,045	1,494	26	20	0	0
Milwaukee	104,727	53,579	450	243	42	21
Neenah-Menasha	9,542	2,705	24	1	0	0
Oshkosh	6,222	3,301	7	7	0	0
Racine	20,090	6,570	22	3	0	0
Sheboygan	4,674	3,203	39	123	0	0
Waukesha	7,015	3,369	11	49	0	0
Wauwatosa	3,645	4,023	3	9	0	0
West Allis	16,048	2,354	106	1	0	0
	222,490	101,937	823	648	45	21
TOTALS	324,427		1,471		66	

Table XV

White Collar On-The-Job Trainees
In Surveyed Employment By Selected Urban
Place, Sex And Minority Group

December 1967 Through June 1968

Urban Place	Total Employment		White Collar Trainees		Minority Group	
	Male	Female	Male	Female	Male	Female
Appleton	6,397	2,578	32	2	0	0
Beloit	3,556	1,566	2	2	1	0
Eau Claire	6,779	2,853	0	0	0	0
Janesville	3,193	2,871	10	0	0	0
Kenosha	13,759	3,217	15	1	0	0
Madison	12,798	8,254	30	6	2	0
Manitowoc	4,045	1,494	183	5	0	0
Milwaukee	104,727	53,579	265	49	30	9
Neenah-Menasha	9,542	2,705	211	37	2	3
Oshkosh	6,222	3,301	11	11	0	0
Racine	20,090	6,570	98	12	2	6
Sheboygan	4,674	3,203	23	0	0	0
Waukesha	7,015	3,369	84	110	5	2
Wauwatosa	3,645	4,023	0	0	0	0
West Allis	16,048	2,354	25	0	4	0
	222,490	101,937	289	235	46	20
TOTALS	324,427		524		66	

Table XVI

Production Worker On-The-Job Trainees
In Surveyed Employment By Selected Urban
Place, Sex And Minority Group

December 1967 Through June 1968

Urban Place	Total Employment		White Collar Trainees		Minority Group	
	Male	Female	Male	Female	Male	Female
Appleton	6,397	2,578	30	2	0	0
Beloit	3,556	1,566	34	0	0	0
Eau Claire	6,779	2,853	39	0	0	0
Janesville	3,193	2,871	23	0	0	0
Kenosha	13,759	3,217	32	0	0	0
Madison	12,798	8,254	167	1	0	0
Manitowoc	4,045	1,494	52	0	0	0
Milwaukee	104,727	53,579	543	3	6	3
Neenah-Menasha	9,542	2,705	47	0	0	0
Oshkosh	6,222	3,301	14	0	0	0
Racine	20,090	6,570	143	0	0	0
Sheboygan	4,674	3,203	56	0	0	0
Waukesha	7,015	3,369	36	0	0	0
Wauwatosa	3,645	4,023	0	0	0	0
West Allis	16,048	2,354	91	0	0	0
	222,490	101,937	1,307	6	6	3
TOTALS	324,427		1,313		9	